



2024 Annual report

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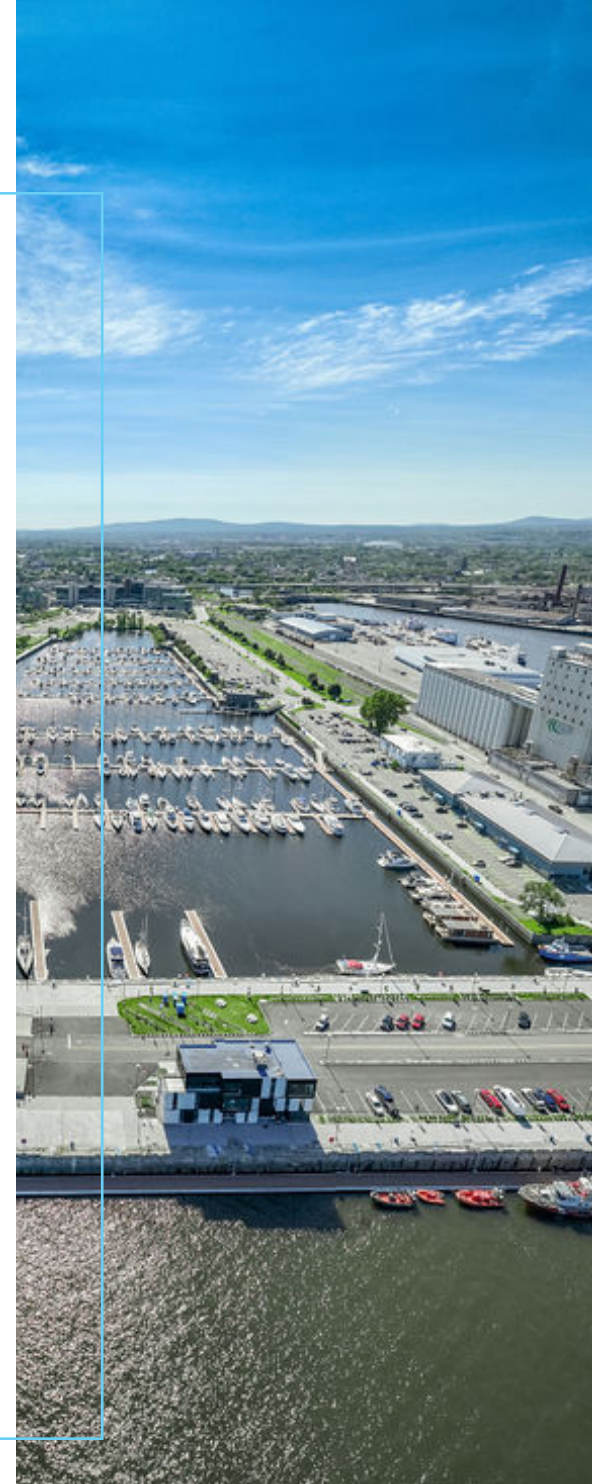
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YEAR IN REVIEW



THE PORT OF QUÉBEC IN NUMBERS ...



\$2 BILLION

in economic benefits annually
for Québec's maritime industry



12,000+ JOBS

created directly and indirectly in
the greater Québec City region



1,000+ SHIPS

(both commercial and cruise)
per year that anchor at one
of our 14 port terminals



155,000

cruise passengers, 23 cruise
companies and 42 different
ships that made a stopover
at the Port of Québec



15-METRE

water depth at low tide to
accommodate large vessels



26 %

of territory dedicated
to recreational tourism
and urban activities



25 %

of territory dedicated to
protecting and enhancing
the natural environment

2035 VISION

To be a port recognized by citizens for its responsible management of port lands and its activities, as well as respect for the environment and protection of biodiversity, while positioning itself as a global leader in establishing sustainable supply chains for a more resilient economy. The best of four worlds:

- › Become a reference in community engagement;
- › Innovate and consolidate our position as a global player and port at the forefront of change;

- › Commit to a more sustainable world by becoming a leader in the energy transition and the fight against climate change;
- › Move forward together by becoming an employer of choice that is humanly committed.

MISSION

The mission of the Port of Québec is to promote and develop maritime trade, to serve the economic interests of the Québec City region and of Canada, and to ensure the Port of Québec's profitability in a way that respects both the community and the environment.



GOVERNANCE

▲ A PORT DEDICATED TO ITS CITY AND COMMUNITY



Olga Farman

Outgoing chairwoman of the Board of Directors
New President and CEO of the Port of Québec

After serving for four years as a member and then as Chair of the Board of Directors of the Port of Québec, I assumed the functions of President and CEO at the beginning of 2025. From my first contact with the Port of Québec, my fascination with this organization has continually grown when it comes to its mission, its vision, and its role in economic and social life, both regionally and nationally. I am very happy to be able to devote my energy to the organization full-time, surrounded by a strong and dedicated team.

As outgoing chairwoman of the Board of Directors, I express, on behalf of the entire organization and the port community, my greatest gratitude to Mario Girard for the breadth of his achievements. Under his leadership over the past 14 years, the Port has experienced continuous revenue growth, began modernizing its infrastructure, developed the cruise sector, increased public access to the river and recreational tourism areas, and improved the environmental performance in the Port's activities, year after year. There is no doubt that his entrepreneurial skills and personal qualities will serve him well as a proud and worthy representative of the province of Québec in Tokyo.

THE PORT OF QUÉBEC IS FLOURISHING

In 2024, in an economic context marked by uncertainty, interest rates that remained high at the beginning of the fiscal year, and global supply chains that were still fragile,

the Port of Québec has managed to come out unscathed. A total of 26.5 million tonnes of goods were handled. Spinoffs from port activities reached \$2.1 billion, and the Port contributed to the creation or maintenance of 12,000 jobs in Québec City, the province of Québec and elsewhere in Canada.

For the second consecutive year, more than 150,000 cruise passengers visited the Port of Québec in 2024, confirming the upturn in international cruises and the potential of this industry for the economy of the greater Capitale-Nationale region.

The past year has also enabled the Port of Québec to continue making headway on sustainability. The dockside electrification project has reached major milestones on the way to completion. As a cornerstone of the Port's decarbonization strategy, dockside electrification is key to reducing greenhouse gas (GHG) emissions associated with maritime activities. This project will bring the Port closer to its goal of reducing GHG emissions by 40% across its site by 2035. However, its implementation remains conditional on obtaining the required energy packages, confirmation of the necessary funding, and the establishment of competitive pricing for docking ships.

▶ A PORT SERVING ITS CITY AND COMMUNITY

PRESENT AND ATTENTIVE TO ITS COMMUNITY

The Port of Québec is undergoing rapid evolution, both in technological and operational terms. It is succeeding in meeting the needs of a growing region and an increasingly diversified economy. Since the shock of the pandemic, the Port has helped modernize supply chains with its partners in the Saguenay–St. Lawrence corridor and internationally. And, in the wake of the aggressive tariff policy set by the United States against Canada, the Port of Québec will respond. We will navigate these uncertain times with clear priorities.

We want to strengthen our port's role in Quebec's supply chain, as well as nationwide and internationally, by leveraging its distinctive assets, such as its water depth and exceptional location, which make it a key strategic asset in market diversification.

We want to enrich the dialogue with communities. Many tools have been developed in recent years and we will make full use of them. Québec City has always been a port city; it is one of the founding characteristics of our unique city. I would like for communities to be proud of their port and for port communities to be proud of being attentive to its citizens.

We want to position the Port of Québec even more strongly as a source of prosperity for the Capitale-Nationale region, for the benefit of its citizens and businesses. We have built relationships with thousands of businesses and economic players in the Québec-Lévis region and in eastern Québec. We will energize these relationships, maximize our impact and explore new opportunities for collaboration.

I am undertaking my duties with an understanding of Québec City and its strengths, as well as a strong sense of belonging to Québec City and its people. Thank you to my former colleagues on the Board of Directors for their support. Thank you to my new colleagues on the management team for their warm welcome. Circumstances change, history is being written, but there some reassuring constants: The Port of Québec has always contributed to a high quality of life and prosperity for the people of Québec City and I intend to contribute as well, in my own unique way.



OLGA FARMAN
Outgoing chairwoman of the Board of Directors
New President and CEO of the Port of Québec



MEMBERS OF THE BOARD OF DIRECTORS

COMPOSITION OF THE BOARD OF DIRECTORS AS OF DECEMBER 31, 2024



Marie-Huguette Cormier

Chair of the Board of Directors



Olga Farman

(status in force on December 31, 2024 – resignation)

Vice-Chair of the Board of Directors

Governance, Human Resources and
Public Communications Committee



Claudine Gros-Louis

Chair of the Audit Committee



Jacques Jobin

Member of the Environment and
Social Responsibility Committee

Member of the Audit Committee



François Amyot

Member of the Governance,
Human Resources and Public
Communications Committee



Edwin Bourget

Member of the Environment and
Social Responsibility Committee

Member of the Governance,
Human Resources and Public
Communications Committee

COMMITTEES

MANDATE OF THE AUDIT COMMITTEE

The mandate of the audit committee is to assist the Board of Directors in its supervisory responsibilities by ensuring the reliability of accounting systems, the integrity of internal audits, and the quality of the financial information produced. It reviews the risk management policy, oversees the appointment and compensation of the external auditor, and the effectiveness of audit mechanisms. The committee also reviews the annual budget, long-term financial projections, and the impact of major investment projects, while ensuring compliance with laws and regulations.

MANDATE OF THE SUSTAINABLE DEVELOPMENT COMMITTEE

The mandate of the sustainable development committee is to support the Board of Directors and management in their responsibilities with respect to the environment, sustainable development, the energy transition, community relations, and occupational health and safety. It makes recommendations on priorities related to sustainable development, port territory management, environmental projects, and risk management. The committee also oversees the implementation of the [ESGDD](#) (Environmental, Social, Governance, and Sustainable Development) action plan, the management of community relations, and continuous improvement initiatives..

MANDATE OF THE GOVERNANCE, TALENT AND CULTURE COMMITTEE

The mandate of the governance, talent and culture committee is to support the Board of Directors and management in fulfilling their governance and human resources responsibilities. It makes recommendations regarding the application of the code of ethics, the compensation of board members and directors, the process for appointing board members, and governance management. The committee also monitors executive succession planning, oversees the

staffing of the President and CEO position, and promotes an organizational culture based on the values of the Port of Québec and equity, diversity, and inclusion initiatives. It also assesses governance risks and proposes strategies to address them.

BOARD MEMBER TRAINING

Each year, a structured training program is offered to board members to strengthen their knowledge on topics of interest to the Port of Québec. Training focused on sustainable development is also offered to them, with a view to continuously improving the integration of ESGSD culture and principles at all levels of the organization. In 2024, board members took part in training on the cruise industry to better understand the realities and challenges of this key sector. In addition, training on responsible procurement and forced labour was developed in the same year and will be implemented in 2025, demonstrating the Port's commitment to ethical and sustainable practices.



▲ A NEW CHAPTER BEGINS



Mario Girard

Outgoing president and CEO of the Port of Québec

It is with great emotion that I write these lines, as an important chapter of my professional life draws to a close. After 14 years at the helm of the Port of Québec, the time has come to look back on how far we have come, to measure all that has been accomplished, and to express my deep gratitude to those who have made this adventure so exceptional.

REMARKABLE GROWTH AND A PORT MORE OPEN TO ITS COMMUNITIES

Since 2011, the Port of Québec has undergone a profound transformation, marked by sustained economic growth and continuous modernization of its infrastructure. We more than doubled our revenues from \$27 million in 2011 to \$60 million in 2023.

The Port of Québec is much more than a transit point for goods and ships from all over the world. It is an anchorage, a living symbol of the history and economic dynamism of our city. Québec City was a port before being a city, and over the centuries, both grew together, bound by a common destiny.

There was a time when relations between the Port and the communities were strained. When I arrived, I wanted to revive the link between the city and its port. I wanted both the citizen community and the port community to understand that they are inextricably linked.

The Port of Québec has been transformed into a lively space that is integrated with the city and its citizens. Today, more than a quarter of the port territory is dedicated to recreational, tourism and urban purposes, a concrete commitment that testifies to our desire to share this exceptional territory. L'Oasis, La Cale, the

Strøm Spa Nordique, the Samuel-de Champlain promenade and Beauport Bay have become places of encounter and wonder, where the city and the river meet.

We have also adopted a more transparent and participatory approach. In 2023, as part of our dialogue with citizens, the Port made 77 commitments to improve its practices and address community concerns. We listen, we engage and we act.

A LEADER IN SUSTAINABLE DEVELOPMENT

Over the years, the Port of Québec has established itself as a leader in sustainable development. We were a founding member of Green Marine, which brings together the ports of Canada and the United States on a voluntary basis. It is an ambitious environmental program. The Port of Québec is the only one of nearly 50 North American port authorities to have maintained the highest level of performance for indicators for seven consecutive years.

This success is the result of a collective commitment to reduce our environmental impact and to adopt increasingly innovative and responsible practices. We have shown that a port can grow while reducing its impact. Every innovation, every improvement, and every project has been guided by a firm desire to better integrate into the city.

A BUSY YEAR IN 2024

Just like previous years, 2024 was a particularly busy year for the Port of Québec. Let me name a few accomplishments of which I am extremely proud:

- › Winner of the 2024 Sollio Groupe Coopératif des Mercuriades community engagement award;
- › Unveiling in May of the new Environment, Social, Governance and Sustainable Development (ESGSD) 2024–2028 Action Plan;
- › First edition of the SAIL Challenge Cap Québec triathlon in July, which attracted numerous elite athletes and many families to a festive event;
- › Increased interport collaboration, particularly with Saguenay and Sept-Îles;
- › Obtaining \$22.5 million in financial assistance from the Government of Canada for dockside electrification.

A SINCERE THANK YOU

Beyond the numbers and achievements, what I will remember above all is the wonderful team with whom I have had the privilege to work, as well as the people from the maritime community and, more broadly, from local communities, with whom I have been fortunate to work over the years. Passionate, committed women and men with whom we have built a stronger, more human and more innovative port.

I took the Port's motto to heart: "**J'accueille et je veille.**" To welcome, in all its dimensions, ships from every corner of the world as well as concerns that arise on street corners themselves. To watch over people, the environment, and our collective future.

Today, I leave serene, with a sense of a duty accomplished and the conviction that these years spent at the Port of Québec will have also allowed me to become a better person.

The Port of Québec is in good hands. I would like to congratulate Olga Farman, who is taking the reins with all the determination and vision we know of her and wish her every success. The Port of Québec will continue to evolve under her leadership, remaining faithful to its mission and values. I can't wait to see what the future holds for her, and I have no doubt that she will be brilliant.

I've stepped down, but the Port of Québec will always remain a part me. This institution has marked me, shaped me, and I will be eternally grateful to it. To all those who will pursue this mission, I wish you success, boldness and, above all, the same passion that has driven me throughout these years.

Thank you all for these unforgettable moments. I wish you great success and see you soon!



Mario Girard

Outgoing president and CEO of the Port of Québec

EXECUTIVE COMMITTEE

COMPOSITION OF THE EXECUTIVE COMMITTEE AS OF DECEMBER 31, 2024



Mario Girard

President and Chief Executive Officer



**Marie-Andrée
Lemelin-Breton**

Vice President,
Organizational Development
and Human Resources



Hugues Paris

Vice President, Sustainable
Development



Geneviève Lemaire

Vice President,
Head of Finance



Marc Drouin

Director, Technological
Infrastructure and
Telecommunications



Josiane Paulin

Vice President,
Infrastructure and
Environment



Sarah-Ève Pelletier

General Counsel and
Corporate Secretary



Pascal Raby

Vice President, Operations



Patrick Robitaille

Vice President, Business
Development and Innovation

MANAGEMENT TEAM

COMPOSITION OF THE MANAGEMENT TEAM AS OF DECEMBER 31, 2024



**Marie-Andrée
Blanchet**

Director, Cruise Development
and Business Ecosystem



**Jean-François
Beaulieu**

Harbour Master and
Director, Port Services



René Castonguay

Director, Security



**Philippe
Charest-Gélinas**

Director, Environment



Steeve Couture

Director, Health and Safety



Patrick Turcotte

Director, Cruise
Operations and Events



Pierre-Luc Gosselin

Director, Business
Intelligence



Frédéric Lagacé

Director, Public Affairs
and Communications



Cathy Ménard

Director, Accounting,
Property and Purchasing



Kathleen Paré

Director, Marina



**Éloïse
Richard-Choquette**

Director, Community
Relations

▼ FINANCIAL STATEMENTS



[Consult the document](#)

PORT ACTIVITIES



▲ A YEAR OF RESILIENCE AND POSSIBILITIES FOR THE PORT OF QUÉBEC

THE PORT OF QUÉBEC ON THE ST. LAWRENCE IS ...

- › 20% of interport cargo and cruise ship traffic (origin or destination)
- › 18% of tonnage handled
- › 49% of liquid bulk handled
- › 11% of solid bulk handled

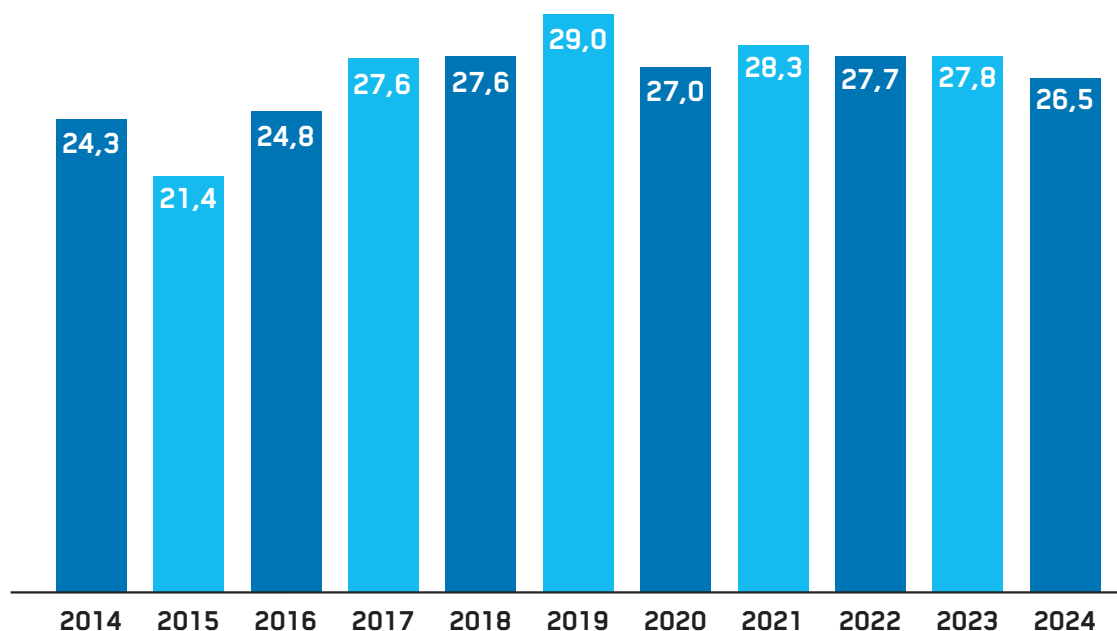
SUSTAINED PERFORMANCE DESPITE THE ECONOMIC CONTEXT

In 2024, the Port of Québec handled 26.5 million tonnes of cargo, down 4.7% from 27.8 million tonnes in 2023. This decline is due to a cyclical slowdown affecting certain steel-related trades. However, other sectors, notably agri-food, experienced record performances, partially offsetting this decline.

"Transport Canada's Port Modernization Review estimated that ports and marine shipping handled nearly \$113 billion (19%) of Canada's exports and \$138 billion (23%) of Canada's imports. The 17 Canada Port Authorities (CPAs) handle 60% of this traffic, amounting to over 340 million tonnes of cargo annually. Therefore, CPAs serve as an integral part of Canada's trade and economic activity."

Association of Canadian Port Authorities (ACPA), 2025

METRIC TONNES OF TOTAL GOODS HANDLED AT THE PORT OF QUÉBEC FROM 2014 TO 2024 (IN MILLIONS)



A STRATEGIC PILLAR FOR AN EFFICIENT AND RESILIENT SUPPLY CHAIN

The Port of Québec occupies a central and strategic position in supply chains, playing a key role in the smooth flow of imports and exports essential to the national economy. As a hub for maritime trade, the port's terminals facilitate the efficient transit of goods, contributing directly to the creation of collective wealth in Canada.

Beyond its economic importance, the Port of Québec is an essential link in the daily lives of Quebecers, ensuring the supply of many sectors, from manufacturing to agri-food. The goods passing through its facilities are indispensable to numerous industries, underlining its direct impact on everyday life.

In a context marked by the transformation of supply chains and international trade policies, the Port of Québec is committed to optimizing its role by developing concrete solutions to strengthen the competitiveness of the Canadian supply network. It is not a race for tonnage or volume, but a quest for strategic advantages, which maximize collective benefits.

The Port of Québec is much more than a transit point: it is an engine of growth and logistical innovation. By fostering a more efficient, resilient and forward-looking supply chain, it strengthens Québec's economy and shared prosperity.

AGRI-FOOD: A FAST-GROWING SECTOR

The Port of Québec plays a key role in the global agri-food supply chain, facilitating the transportation of raw sugar, fertilizers, and grains for human and animal consumption. Thanks to the efficient infrastructure of its port partners, [G3 Canada Limited](#) and [Sollio Groupe Coopératif](#), the Port reached record volumes in 2024, up 31% from the average of the last five years.

TRANSPORT, ENERGY AND PETROCHEMICALS: STABILITY AND TRANSITION TO THE FUTURE

The [IMTT-Québec Inc.](#) and [Parkland Corporation](#) terminals, specialized in the transshipment of refined products, saw a 1% increase in traffic in 2024 compared to 2023. In addition, road salt volumes increased by 8%, illustrating the importance of this commodity for the regional and national market.

The Port also remained committed to sustainable energy by facilitating the export of wood pellets, an alternative to coal for electricity generation. For the second consecutive year, exports reached a record high, highlighting the Port's contribution to the energy transition.

Finally, the wharf that is home to [Valero Energy's](#) Jean-Gaulin refinery remains an essential link in Québec's energy security. In 2024, the use of ethanol, integrated into gasoline production, reduced GHG emissions from the transportation industry.

IRON AND STEEL: A SECTOR IN CYCLICAL SLOWDOWN

Activity in the iron and steel sector, anchored in the Great Lakes region, declined by 37% in 2024 due to difficult market conditions. Despite this slowdown, [QSL's](#) terminals at the Port of Québec continue to play a strategic role, facilitating the maritime transport of several million tonnes of iron pellets destined for the European and Asian markets.

MINING AND METALS: AN EVER-EVOLVING SECTOR

Despite a 9% drop in the volume handled in 2024, the mining sector remains an important pillar of port activities. The Port of Québec ensures the efficient transportation of minerals and mining equipment to global markets. Despite this slight decrease, the volume handled in 2024 remains 25% higher than the average of the last five years.

CONSTRUCTION: A YEAR OF EXCEPTIONAL GROWTH

The Port of Québec plays a vital role in the construction industry by facilitating the import of cement and gypsum, which are essential to the regional and national infrastructure. In 2024, traffic in this sector recorded an impressive growth of 31% over the previous year, illustrating the growth of the construction market and the Port's ability to support this growing industry.



THE PORT OF QUÉBEC'S PORT PARTNERS



The Port of Québec holds a strategic role thanks to the expertise and commitment of its port partners. The Port's partners manage the various infrastructures and terminals, ensuring the efficient handling of goods essential to the regional, national, and international economies. Working closely with the Port, these companies optimize supply chains, increase operational efficiency through innovation, and meet the growing needs of the industries served.

ESSENTIAL COLLABORATION FOR EFFICIENT LOGISTICS

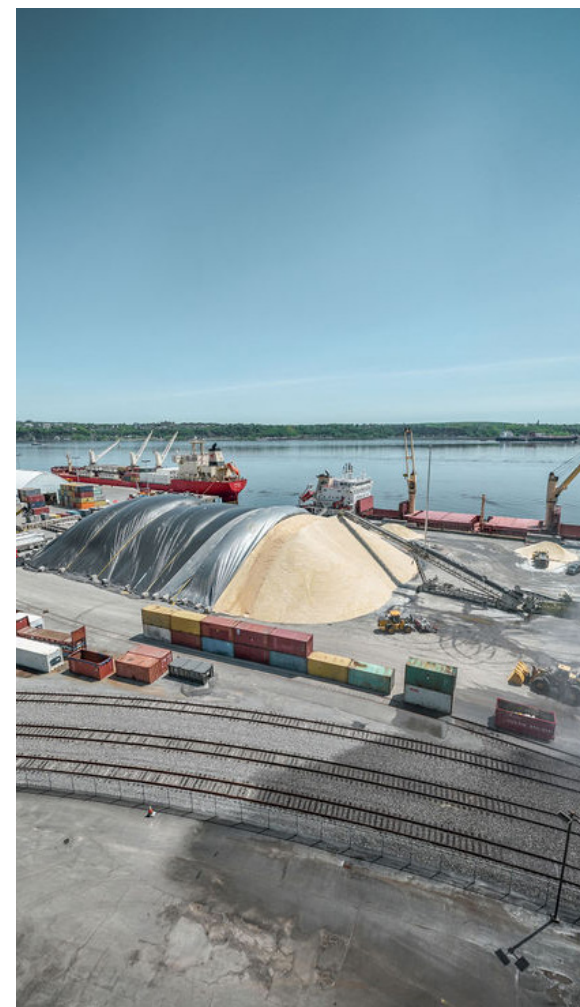
The Port of Québec works to ensure the smooth and safe management of goods transiting through its docks. These logistics are essential to support the competitiveness of local and international companies that depend on the Port for the supply and export of raw materials and finished products. In 2024, several joint initiatives improved operational efficiency, including the optimization of handling processes and the adoption of technological solutions to reduce the environmental footprint of port operations.

A CONCRETE IMPACT ON CITIZENS' DAILY LIVES

Port activities, although often viewed through the lens of international trade, have a direct influence on the daily lives of citizens in the greater Québec City region. The Port's port partners receive and distribute numerous essential goods, including grains for the agri-food industry, road salt for winter road maintenance, construction materials for local infrastructure, and energy products that power Québec.

The Port and its port partners also play a key role in creating jobs and driving the regional economy. In addition

to employing thousands of workers, they support a supply chain, enabling the growth of many transportation, logistics, and related services businesses.



CRUISE DEVELOPMENT: A 2024 SEASON MARKED BY GROWTH AND INNOVATION

In 2024, the Port of Québec welcomed 112 stopovers by 42 different ships from 23 cruise lines. This season saw nearly 155,000 cruise passengers visit Québec City, with 28 embarkation and disembarkation operations, as well as eight ships making their first stop in the city. Among the highlights, the return of [Azamara Cruises](#) and the inaugural visit of the Seven Seas Grandeur from [Regent Seven Seas Cruises](#) confirmed Québec City as the destination of choice.

QUÉBEC CITY: AN AWARD-WINNING CRUISE DESTINATION

Québec City was named the Best Canada/New England Cruise Destination for the second consecutive year by [Porthole Cruise and Travel](#) magazine, an award that is bestowed based on the votes of travellers and industry experts. This recognition demonstrates Québec City's exceptional attractiveness on the international scene and strengthens its position as a key player in maritime tourism.

CRUISE FORUM: TOWARD RESPONSIBLE AND SUSTAINABLE DEVELOPMENT

The 2024 edition of the Quebec City International Cruise Forum brought together nearly 100 industry stakeholders to reflect on the challenges and future of the industry. A panel on sustainable tourism and a co-creation workshop explored solutions to optimize passenger flow management, integrate more innovations, and offer more immersive experiences to visitors.

QUÉBEC CITY: A CITY-PORT COLLABORATIVE MODEL

The Port of Québec participated in the first publication of [Cruise Port City Compass – Global cases inspiring sustainable connections & communities](#), a well regarded industry document that explores the relationship between ports and port cities around the world. This collaborative work, led by the [Worldwide Network of Port Cities \(AIVP\)](#) and [MedCruise](#), highlights the Port's commitment to responsible and harmonious cruise development.

A FIRST ACTION PLAN FOR SUSTAINABLE TOURISM

The Port of Québec has implemented its first sustainable tourism action plan, developed in collaboration with [Destination Québec Cité](#). This road map is based on seven strategic axes, including decarbonization of the sector, maximization of local economic benefits, and innovation in responsible development. In 2024, the Port of Québec became the first [Biosphere](#) certified port in America, a distinction that demonstrates our commitment to responsible tourism. In addition, a first 100% electric shuttle for cruise passengers was deployed.

AWARENESS AND INNOVATION AT THE HEART OF DEVELOPMENT

The Port regularly welcomes students to help them discover its infrastructure and the challenges of maritime transport. This year, a group from Cégep de Drummondville had the opportunity to deepen its knowledge of the cruise industry. The organization of a contest allowing the general public to visit a cruise ship also illustrates this desire to connect with the community.

As part of the partnership with [MT Lab](#), several innovative initiatives have emerged, including the installation of charging stations for electric bicycles and a pilot project to skip the line for taxis at the cruise terminal. In addition, fifteen start-ups were invited to an immersive experience at the port, with an exclusive visit to Viking Polaris, promoting exchanges between entrepreneurs and players in the tourism sector.

Through these initiatives, the Port of Québec continues to innovate and position itself as a leader in sustainable maritime tourism and regional economic development.



MODERNIZATION OF PORT INFRASTRUCTURES

2024 was marked by strategic investments aimed at ensuring the sustainability and efficiency of the Port of Québec's infrastructures. A total of nearly \$30 million was invested in Port assets, of which approximately \$7.5 million was funded through grants. Thanks to these investments, several major projects have progressed and new projects have been launched in order to maintain an optimal level of service.

OPTIMIZING ASSET MANAGEMENT

The Port's commitment to the proactive management of its assets is clear through its rigorous monitoring, underpinned by expert appraisals and meticulous analyses. In 2024, the Port made significant efforts to refine investment plans, enhance the asset database,



and structure asset condition assessment frameworks. The organization also developed a new Computerized Maintenance Management System (CMMS) tool, which will optimize the planning and maintenance of port facilities.

Internal communication tools integrating geographic information have also been deployed to facilitate the transfer of information and ensure more efficient infrastructure operations.

STRENGTHENING PROJECT MANAGEMENT PRACTICES

The Port also implemented a new project management tool that increases efficiency and ensures exemplary governance. A redesign of the project office was proposed to increase operational agility while ensuring rigorous oversight of ongoing initiatives.

SIGNIFICANT ACHIEVEMENTS IN 2024

In 2024, a number of major projects were completed or initiated, demonstrating the Port's commitment to the maintenance and optimization of its infrastructures.

- › **Development of land behind wharf 108:** Redesigned layout to accommodate bulk and general cargo storage.¹
- › **Upgrades to wharves 21 and 22:** Work on the wharf surface to increase operational efficiency and safety.
- › **Restoration of the entrance portico and structural works:** Restoration of the masonry of the administrative building to ensure its integrity.
- › **Repair of the crib keys at wharf 21:** Work to maintain the safety and stability of the dock.

- › **Modernization of the dock safety ladders in the Estuary sector:** Upgrade to meet regulatory requirements and improve safety.

- › **Rehabilitation of wharves 29 and 30 and land behind the wharves:** Repair work on wharves and bollards, as well as development work on wharf 29, to optimize space.

- › **Repair and scouring protection work at wharf 52 to ensure structural stability:** Stabilization and protection measures to improve the wharf's stability.

- › **Restoration of stone masonry at wharf 14:** stabilization work to preserve this historic work and maintain the area behind the wharf.

- › **Deployment of a new 25 kV grid:** Gradual replacement of the existing 4 kV grid in the Estuary sector.

- › **Cruise terminal 84 escalator replacement:** Essential upgrade to ensure smooth passenger flow.

These achievements illustrate the Port of Québec's desire to invest in its infrastructure on a sustainable basis to ensure its reliability and efficiency for years to come.

¹ During the work behind wharf 108, the use of maritime transport to move nearly 50,000 tonnes of soil prevented the emission of 200 tonnes of CO₂ eq. and the travel of more than 135,000 km of heavy trucks in Québec City.

DEVELOPMENT AND INNOVATION: A YEAR OF STRATEGIC COLLABORATIONS

In 2024, the business intelligence team strengthened the Port's presence in the innovation ecosystem by participating in several events, both in Québec and abroad, to promote the Port and its vision. These efforts have led to numerous partnerships with incubators, accelerators, technology transfer centres, and a number of companies. In addition, the Port launched a call for projects in collaboration with [2 Degrés](#), an initiative to stimulate innovation and feed the pipeline of promising projects.

THE LIGHTHOUSE: A RESOLUTE COMMITMENT TO INNOVATION

One of the highlights of the year was the official launch of the ["Lighthouse" innovation laboratory](#), an initiative that marks the Port's organization-wide commitment to innovation. With the Lighthouse project, the Port offers up its infrastructures, possibilities, expertise, and network of contacts to the entrepreneurial community, strengthening its catalytic role within the port ecosystem.

Since adopting its strategic plan in 2023, the Port of Québec has devoted significant efforts to exploring the vast innovation network, identifying key partners and building fruitful relationships with start-ups. This year of preparation has laid the groundwork for the Lighthouse, which will become a focal point for innovation and technological development in the port environment.

The Lighthouse aims to facilitate access to port infrastructures for emerging companies, integrate innovation into Port operations, support academic research and promote innovative initiatives internationally.

To achieve these objectives, the Port has adopted a collaborative approach by actively embedding itself in the innovation ecosystem. It provides a concrete testing ground for research and technological development, providing opportunities for companies to test their products, accelerate their time-to-market, and explore

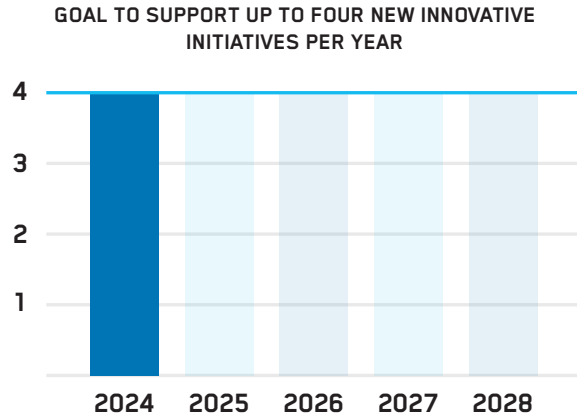
new solutions adapted to the realities of maritime transport and port logistics.

As part of this initiative, the Port of Québec has partnered with 2 Degrés which, from the earliest stages of the project, has played a strategic role by integrating the Port into the innovation ecosystem and mobilizing a network of experts to define the vision and objectives of the Lighthouse. It is also for this reason that the Port is a partner of several incubators and accelerators. These collaborations demonstrate the Port's commitment to building a strong and dynamic innovation ecosystem, where synergy between stakeholders is an essential element in the development of the maritime sector.



INNOVATIVE SUSTAINABLE DEVELOPMENT INITIATIVES

In 2024, the Port of Québec achieved its ambitious goal of supporting up to four innovative initiatives per year, fostering the development of emerging sustainable development solutions. These projects covered a wide range of environmental issues, including the treatment of ship grey water with [Hoola One](#) as well as air quality monitoring with Lidar technology, in collaboration with [OraVentis](#). In addition, the Port of Québec joined forces with QSL, as well as a team of researchers and students from the Université de Sherbrooke, to conduct a four-year project to mitigate the residual risks associated with dust emissions from solid bulk handling. The objective: to put in place innovative means to automate the detection of drying areas of bulk stacks and the targeted application of dust suppressants. Finally, a fourth landmark initiative was launched with the launch of the SWAT-sonore project.



LAUNCH OF THE SWAT-SONORE PROJECT

2024 was also marked by the launch of the SWAT-sonore project, an applied research program lasting three to four years. This project mobilizes researchers from three universities and has generated approximately \$1 million in funding. It also promoted the Port's commitment to the [Coopérathon Desjardins](#) entrepreneurial initiative, the deployment of new sensors for better monitoring of the noise environment, and the implementation of an interactive map to identify noise sources.

JOURNÉE DE L'INNOVATION: CONSOLIDATING THE FUTURE

Finally, 2024 ended with the Journée de l'innovation, held on November 27th. This event brought together more than 50 Port collaborators, employees, and partners, providing an ideal opportunity to share the Port's approach and structure further initiatives. An ideation workshop yielded nearly fifty innovative ideas that will guide our innovation projects for the next two years.

With these initiatives, the Port affirms its ever-present desire to be a key player in innovation and a strategic partner for the future of the maritime sector..

The image is a composite of a beach scene and a graphic overlay. The background is a wide-angle photograph of a sandy beach on a bright day. Numerous people are scattered across the sand, some sitting on towels, others standing. In the distance, a body of water is visible with several sailboats and a long pier. The sky is a deep blue with scattered white clouds. Overlaid on the left side of the image is a large, semi-transparent blue rectangle. Inside this rectangle, the text 'RECREATIONAL, TOURIST AND URBAN ACTIVITIES' is written in a bold, white, sans-serif font. The rectangle has a slight drop shadow and is partially framed by other blue geometric shapes in the top-left corner.

RECREATIONAL, TOURIST AND URBAN ACTIVITIES

RECREATIONAL TOURIST SITES IN THE HEART OF THE COMMUNITY



L'AGORA: A SEASON DEVOTED TO CULTURE AND MUSIC

With more than 110,000 spectators in just 33 evenings of programming, the [Port of Québec Agora](#) has once again demonstrated its central role in the region's cultural scene.

From August 15th to 31st, the SuperFrancoFête festival brought together internationally renowned artists, with a tribute to the 45th anniversary of Starmania, broadcast throughout the Francophonie. In July, tributes to Led Zeppelin and ABBA drew lively crowds while artists such as Ziggy Alberts and Patrick Watson rounded out the program's musical diversity.

The Agora was also the backdrop for a number of engaging events, including Tous dans le même bateau, a charitable initiative, and Fiesta Latina, which celebrated the richness of Hispanic cultures. The season ended in September with electrifying performances by Sean Paul, Talk, the Envol & Macadam festival and Dadju, confirming the Agora as a key player on Québec's music scene.

With its varied offering and food trucks to enhance spectators' experience, the Agora continues to be a major gathering place, contributing to the Port of Québec's cultural and economic vitality.



RECREATIONAL TOURIST SITES IN THE HEART OF THE COMMUNITY



L'OASIS: A ONE-OF-A-KIND SWIMMING SPOT IN NORTH AMERICA

In 2024, the [Port of Québec Oasis](#), located in Louise Basin, continued its mission to offer residents and visitors a space to relax and swim in the heart of the city. Free to the public, the Oasis offers Olympic-size swimming corridors and relaxation areas for all ages to enjoy in an exceptional natural environment.

Since its opening on June 12th, the terrace has welcomed the public with restaurant services and a bar, while offering a variety of programming including comedy shows, Latin and country dance evenings, yoga sessions, and family activities. Swimming opened on June 22nd, with extended hours on weekdays and weekends, while the terrace remained open until 10 pm every evening.

The first harbour bath in North America, the Oasis embodies the Port's commitment to revitalizing waterfront spaces and collaborating with local stakeholders to provide an inclusive and accessible summer experience for all.



RECREATIONAL TOURIST SITES IN THE HEART OF THE COMMUNITY



A SUNNY SEASON AT BEAUPORT BAY

In 2024, the Port of Québec's [Beauport Bay](#) enjoyed a season marked by strong growth in visitor numbers, thanks in particular to favourable weather conditions. Of the 156 days of operation, 112 were sunny or partly cloudy, with an average temperature of 24°C in June, July, and August. This ideal setting attracted nearly 68,500 visitors to the site, representing a 7% increase over the previous year.

Over the years, a number of improvements have been made to make the site more accessible and welcoming to visitors, including the installation of mats for people with reduced mobility, the addition of a short-course tennis court, the modernization of a nautical station, the installation of palapas to increase the number of shaded areas, and the redevelopment of the harbour services office to better accommodate dinghy sailing subscribers.

The Beauport Bay team also continued its mission to provide on-site activities and entertainment with a diverse musical and sport programming, contributing to its appeal and draw for visitors. Thanks to these initiatives, it remains a must-see destination for outdoor and water sports enthusiasts in the heart of the region.



RECREATIONAL TOURIST SITES IN THE HEART OF THE COMMUNITY



LA CALE: A MAJOR GATHERING PLACE

With nearly 200,000 visitors in 2024, the [Port of Québec La Cale](#) has confirmed its position as a popular summer gathering place. In line with its action plan for universal accessibility, the Port has constructed a new access ramp at La Cale, enabling people with reduced mobility to take full advantage of the activities offered by this recreational tourism site.

A new feature this year was the addition of broadcast screens, which enabled live coverage of major sporting events, creating a dynamic and unifying atmosphere along the river. These initiatives reinforce La Cale's role as an inviting space for all, at the service of the community.



RECREATIONAL TOURIST SITES IN THE HEART OF THE COMMUNITY



VILLAGE NORDIK: IMMERSION IN THE WINTER SEASON

In winter, Louise Basin transforms to host the [Port of Québec Nordik Village](#), a unique experience allowing outdoor enthusiasts to practise ice fishing in urban areas. Also offering activities for the whole family, the Village Nordik has become a must-see at the Port of Québec as an extension of activities during the winter season.

In 2024, the Village Nordik had a busy season from February 2nd to March 10th, with 26 days of operation and a total of 10,863 visitors and fishers combined. Its programming offered a variety of activities, including collaborations with the Winter Carnival, a fishing tournament, educational workshops, and various thematic events. This winter experience at the Port perfectly illustrates its commitment to providing enriching seasonal experiences open to the entire community.



LA DISCOGLACE: AN ELECTRIFYING SKATING RINK

New in 2024, the [Port of Québec Discoglace](#) set the winter ablaze with a series of festive events on ice. Offering a unique combination of skating, live music, and lighting installations, the new site has attracted outdoor enthusiasts and entertainment lovers.



RECREATIONAL TOURIST SITES IN THE HEART OF THE COMMUNITY



RECOGNITION OF EXCELLENCE FOR THE PORT OF QUÉBEC MARINA

In 2024, the [Port of Québec marina](#) won the prestigious Marina par excellence award at the [Nautisme Québec](#) gala. This distinction reflects the exceptional quality of service offered to boaters, the care given to facilities, the Port's commitment to sustainable development, and its involvement in the maritime community. This recognition confirms the marina's leading role in the nautical industry.

With 310 members choosing the marina as their home port and 650 visiting boats coming mainly from Québec, Ontario, and the United States, the 2024 season was marked by sustained traffic. The marina has also welcomed several private megayachts, including the largest ever in Québec City: the spectacular *Dreamboat*, a 295-foot luxury yacht.

In addition to its role as host, the Port of Québec marina has contributed to multiple community and environmental initiatives:

- › Two volunteer activities dedicated to cleaning the riverbed and banks.
- › Courtesy inspections conducted by the Canadian Coast Guard Auxiliary.
- › The host site of the Transat Québec Saint-Malo, a high-level international sporting event that brought together the best ocean racers in Québec City.
- › The host site for the SAIL Challenge Cap Québec triathlon swimming events.

- › Event-filled social programming, promoting exchanges and camaraderie between boaters, throughout the season.

Thanks to these actions, the Port of Québec marina continues to be a privileged gathering place for the nautical community and a player committed to the preservation of the marine environment.

▲ A RESOUNDING SUCCESS FOR INDOOR EVENTS

In 2024, the Port of Québec consolidated its reputation as a leading event destination by hosting a total of 274 events in its three iconic locations: the Quai du Cap-Blanc event space, the Ross-Gaudreault Terminal and Terminal 30.

These spaces were bustling with a wide variety of events, from corporate meetings to weddings, charity events, and exhibitions open to the general public. Each occasion offered a unique and memorable experience, while showcasing the expertise and professionalism of the teams involved.

True to its 2035 Vision and its ESGSD commitments, the Port of Québec continued to integrate eco-responsible practices into the organization of its events:

- › **Waste management:** Installation of sorting bins for recycling and non-recyclable waste as well as the use of reusable glasses.
- › **Transportation:** Use of public transit, carpooling, or shuttles to reduce the carbon footprint as well as installation àVélo parking stations to encourage event participants to opt for an eco-friendly mode of transportation.
- › **Energy:** Activation of escalators for groups of 150 or more people only and use of LED lights for decoration.

› **Food:** Proposal of local caterers with a zero-waste philosophy, who offer vegetarian or vegan options to reduce the environmental impact, as well as donation of surplus food to Auberivière.

› **Awareness:** Plastic limitation policy, ban on plastic water bottles and inflatable balloons, manual sorting of waste to recover aluminum cans as well as communications to participants on eco-responsible initiatives with announcements at events.

› **Materials and equipment:** Reuse and recycling of decorations, delivery, and set design materials to make furniture and decorations, as well as the use of television supports to limit the use of single-use display media.

This success was the result of a close collaboration between Port partners, customers and teams, whose commitment and passion made 2024 a milestone year.



▶ LARGE OUTDOOR EVENTS



TRANSAT QUÉBEC SAINT-MALO: HEADING FOR THE ATLANTIC

The 10th edition of the [Transat Québec Saint-Malo](#) once again confirmed the popularity of this emblematic nautical event. With 28 registered sailboats, the event attracted more than 25,000 visitors to the docks of the Port of Québec. On June 30th, the day of the race start, a crowd estimated at 60,000 people gathered on the banks of the St. Lawrence to witness the launch of this spectacular transatlantic crossing.

RENDEZ-VOUS NAVAL DE QUÉBEC: MARITIME HERITAGE

From July 4th to the 7th, the Port of Québec hosted the 2024 [Rendez-vous naval de Québec](#), a biennial event bringing together more than 12,700 marine and maritime history enthusiasts.

Military ships from Canada, the United States, France, and the United Kingdom were all in attendance, giving visitors an up-close look at life on board. The Canadian frigates HMCS William Hall and HMCS Fredericton offered guided tours.

In parallel, a rich cultural program made the Port of Québec Agora a lively attraction with shows, historical exhibitions, interactive events, and free concerts. A highlight was the Guitar Legend show and the performances of sailors' songs, which transported the audience into the maritime universe. A Grande Tablée event also brought together hundreds of guests around a meal in a welcoming atmosphere.

A fundraising cocktail party, Opération NEPTUNE, was organized to support the Valcartier Military Family Resource Centre Foundation (VMFRC), providing essential financial support to military personnel on mission.

The 2024 Rendez-vous naval reaffirmed the importance of Québec City as an international maritime hub, strengthening the link between the city, sailors, and the general public.

GRANDS FEUX LOTO-QUÉBEC: SETTING THE SKY ALIGHT

Between August 1st and August 24th, the wharves of the Port of Québec vibrated to the rhythm of the eight themed evenings of the [Grands Feux Loto-Québec](#) series. This world-renowned pyrotechnic event attracted more than 700,000 spectators. In 2024, the Grands Feux Loto-Québec became the first event of its kind to obtain the Biosphere certification, confirming their commitment to eco-responsible practices.

QUEBEC CITY INTERNATIONAL TRIATHLON: AN ULTIMATE CHALLENGE IN THE HEART OF THE PORT

On July 20th and 21st, the Port of Québec was at the heart of the [SAIL Challenge Cap Québec triathlon](#), welcoming 2,000 athletes and thousands of spectators. Between the marina, the Ross-Gaudreault Terminal and its parking lot, the port's facilities served as the focal point for this major event. Numerous international professional athletes were present, strengthening the visibility and influence of the competition on the world sports scene.

WINTER CARNIVAL CANOE RACE: 130 YEARS OF BRAVERY ON THE RIVER

On February 4th, 2024, the Port of Québec hosted the 130th anniversary of the legendary [Winter Carnival](#) canoe race between Québec City and Lévis. This spectacular winter event attracted thousands of spectators to wharves 19, 21 and 22 to admire the courageous canoeists braving the icy waters of the St. Lawrence. This anniversary edition honoured the tradition while highlighting the importance of this competition in the region's history and maritime culture.



PHOTO DIDIER DEBUSSCHERE

GRAIN SILO PROJECTIONS

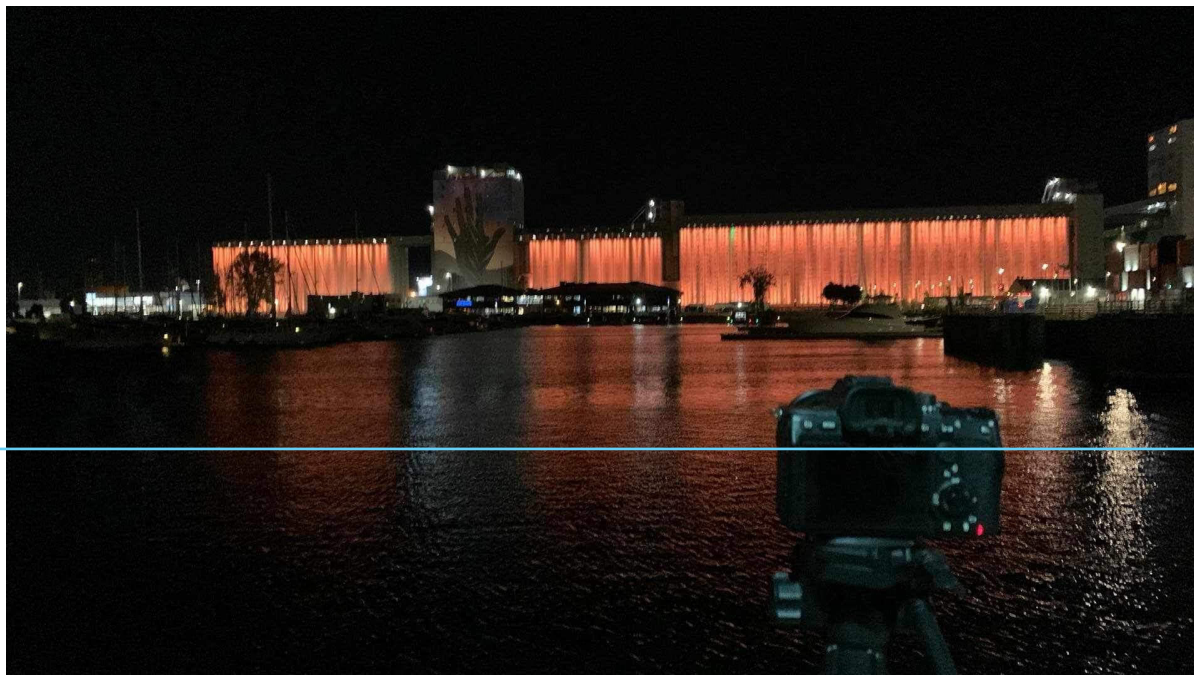
In 2024, the grain silo projections project was a remarkable success. This innovative project, aimed at transforming grain silos into a giant canvas for artistic and informative projections, attracted the attention and admiration of visitors and residents of Québec City.

Throughout the year, several screening events were organized, highlighting the works of local artist Anabelle Poirier.

The Port also screened 28 images of Canadian medalists at the Paris Olympic Games, celebrated national holidays with six days of screenings, and organized 15 days of screenings

for major events, including five for the Rendez-vous naval de Québec and 10 for the Transat Québec Saint-Malo. The Port also honoured the National Day of Truth and Reconciliation with special screenings as well as the Fête de la Ville de Québec, reinforcing its commitment to community.

This project would not have been possible without the support of port partners and community members. Through their collaboration, the Port made 2024 a memorable year for the grain silo projections project.





ENVIRONMENT, SOCIETY, GOVERNANCE AND SUSTAINABLE DEVELOPMENT

ESGSD STRATEGY

FIRST MILESTONES OF THE SUSTAINABILITY STRATEGY

2024 marks the beginning of the implementation of the [Environment, Social, Governance \(ESG\) and Sustainable Development \(SD\) action plan](#) covering the period 2024–2028. In this first year, concrete actions have been taken to integrate ESGSD culture and practices more deeply into operations. The plan, adopted in 2023, is the result of consultations with internal and external stakeholders. It demonstrates a strong desire for continuous improvement and sustainable innovation. Through 20 specific actions, it contributes to nine United Nations Sustainable Development Goals (SDGs) and is structured around four main priorities:



ESG LEADERSHIP

by integrating ESG considerations into our practices and encouraging our business partners to do the same. Specifically, the Port aims to:

- › Make continuous efforts to improve the integration of ESG culture and practices within the organization;
- › Support up to four new innovative initiatives per year to further emerging sustainable development solutions;
- › Gradually integrate new requirements related to ESG considerations into our contracting and procurement practices;
- › Establish structured collaboration mechanisms with our business partners, targeting opportunities to adopt ESG best practices;
- › Continue to improve the sustainable development approach for all recreational and tourism activities and events.

CLIMATE RESILIENCE AND DECARBONIZATION

by becoming a leader in the fight against climate change, supporting the energy transition, and increasing our resilience. Specifically, the Port aims to:

- › Reduce greenhouse gases (GHGs) and main air contaminants from cruise ships by at least 50% compared to 2022 levels by 2030, through dockside electrification;
- › Reduce GHG emissions by 40% compared to 2022 levels across the Port territory in collaboration with the port community by 2035;
- › Reduce the Port of Québec's GHG emissions by 40% compared to 2022 levels by 2035 while maintaining the carbon neutrality of our operations;
- › Analyze climate risks and opportunities according to the standards of the Task Force on Climate-related Financial Disclosures and adopt a climate resilience plan.

ENVIRONMENT AND BIODIVERSITY

by protecting and nurturing our natural environments. Specifically, the Port aims to:

- › Ensure sound environmental management of the Port territory by going beyond regulations and aiming for the highest standards of Green Marine certification;
- › Carry out at least five new tangible projects per year to protect and promote the environment and biodiversity in the port territory;
- › Adopt a comprehensive greening plan that is consistent with the community's goals;
- › Implement the new [Impact Assessment and Mitigation Process \(IAMP\)](#) for activities and projects on the Port territory;
- › Establish objectives for ecosystem preservation, conservation, and enhancement with an ecosystem sustainability plan.

EMPLOYEES AND COMMUNITIES

by becoming a work environment of choice and a benchmark for community involvement. Specifically, the Port aims to:

- › Enhance the employee experience and maintain a job satisfaction index among the best in comparable organizations;
- › Increase our community involvement, notably by setting up an annual fund dedicated to citizen initiatives;
- › Continue to work with stakeholders to improve air quality, particularly through active participation in the [2022-2027 action plan put forward by the Comité intersectoriel sur la contamination environnementale et la qualité de l'air dans l'arrondissement de La Cité-Limoilou \(CICEL\)](#);
- › Carry out three projects in collaboration with local stakeholders to address the priorities identified at the citizen round tables;
- › Continue sharing more relevant information about citizen concerns in an effort to be transparent;
- › Foster constructive relationships with First Nations and increase their contribution to Port activities.

Through its [2035 Vision](#) and its ESGSD plan, the Port of Québec is pursuing a structured approach to actively contribute to the United Nations SDGs. 2024 was also marked by [the Port of Québec's first communication on its progress in joining the United Nations Global Compact](#). This commitment reinforces the integration of the SDGs into the Port's strategy, culture, and day-to-day operations, while promoting them within its sphere of influence.

The SDGs are also linked to the AIVP's 2030 Agenda, to which the Port of Québec has adhered since 2019. Its involvement in AIVP illustrates its desire to strengthen the relationship between the City and the Port by promoting responsible, sustainable, and innovative urban and economic development focused on citizens.

TRANSPARENCY AND ACCOUNTABILITY

In a process of transparency and information sharing, in 2023 the Port began the gradual integration of recognized international accountability standards. These include the Global Reporting Initiative (GRI), the United Nations Global Compact and the [Task force on climate-related financial disclosures \(TCFD\)](#). A reference to the information contained in this report in relation to the GRI standards is available in the Annex.



ESG LEADERSHIP



RESPONSIBLE PROCUREMENT: TOWARD SUSTAINABLE AND ETHICAL PRACTICES

The Port of Québec pursued its commitment to responsible procurement. To structure this approach, the internal working group dedicated to this initiative was supported by the [Espace de concertation sur les pratiques d'approvisionnement responsable \(ECPAR\)](#).

The work completed led to an initial diagnosis, the identification of the key principles to be integrated, and the establishment of a clear action plan for the gradual integration of new ESG requirements into the procurement process. This work resulted in the development of a responsible procurement policy in 2024 with a view to its adoption in 2025.

In the same vein, training was offered to the employees concerned to raise awareness of responsible procurement practices and to provide them with the knowledge necessary to meet the requirements of the [Fighting Against Forced Labour and Child Labour in Supply Chains Act](#) [in French]. These efforts testify to the Port's desire to promote the integration of ESG culture and practices within the organization;

A SUSTAINABLE APPROACH AT THE HEART OF RECREATIONAL TOURISM, URBAN AND EVENT ACTIVITIES

The Port of Québec pursues its commitment to sustainable development by integrating responsible initiatives into all its cruise, recreational tourism, urban, and event activities. Thanks to these actions, the Port of Québec continues to innovate and take concrete action to reconcile tourism, events, and environmental responsibility, for the benefit of the community and future generations..

CLIMATE RESILIENCE AND DECARBONIZATION



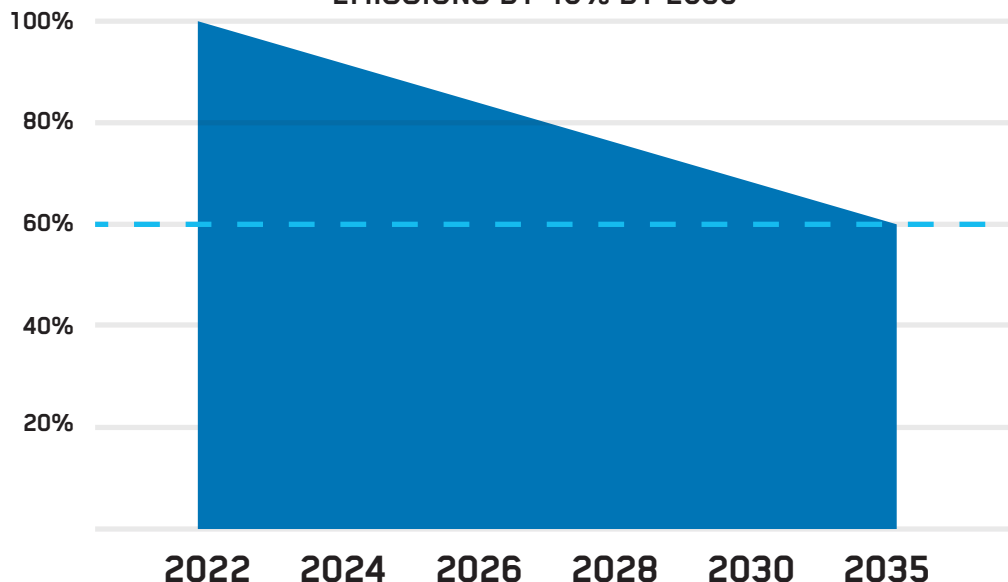
GOVERNANCE AND COMMITMENT TO CARBON NEUTRALITY

The Port of Quebec aims to achieve carbon neutrality in its activities by 2050 and intends to step up the fight against climate change and accelerate decarbonization on its territory. To achieve these objectives, the Port established an internal decarbonization committee in 2023 and created a position dedicated to the energy transition in 2024. The sustainable development committee of the Board of Directors monitors progress in reducing GHGs.

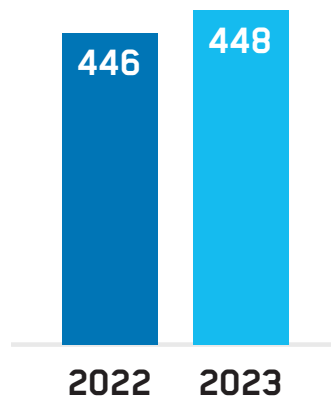
Since 2021, the Port of Québec has offset its GHG emissions (scopes 1 and 2) by purchasing carbon credits on the regulated market. In 2024, 448 tonnes of GHGs emitted in 2023² were offset.

To achieve its objective of reducing scope 1 and 2 GHGs by 40% by 2035 compared to 2022, the Port has commissioned a specialized firm to carry out a diagnostic analysis of the energy consumption of its buildings. A preliminary decarbonization plan was also successfully submitted to the [Net-Zero Challenge](#) in 2024. The ports of Québec, Montréal and Trois-Rivières voluntarily committed themselves in 2023 to this challenge launched by the federal government, demonstrating the marine industry's desire to decarbonize the St. Lawrence corridor.

TARGET TO REDUCE SCOPE 1 AND 2 GHG EMISSIONS BY 40% BY 2035



ANNUAL GHG REPORT SCOPE 1 AND 2 (CO₂E TONNES)



² The scope 1 and 2 GHG emission balance for 2023 has been revised based on the best available data.

■ ELECTRIFICATION AND ENERGY TRANSITION

ELECTRIFICATION AND ENERGY TRANSITION

Among the solutions envisaged to reduce GHG emissions in the port territory – nearly 80% of which come from ships – dockside electrification appears to be one of the most promising. The internal decarbonization committee is therefore working to make it a reality in order to offer low-carbon energy to ships in call. In addition to reducing GHG emissions, this project is helping to improve the sound environment and air quality for surrounding communities. In particular, it aims to reduce cruise ship emissions by 50% by 2030.

With this in mind, funding applications were submitted in 2024 to the provincial and federal levels of government to electrify various wharves. In response to these requests, the federal government announced a grant of \$22.5 million last November.

The Port of Québec intends to continue its efforts, in close collaboration with its partners, to realize this promising project – subject to obtaining the necessary energy packages, introducing competitive pricing for docking ships, and remaining subsidies to complete the financial package. This project represents a strategic opportunity for sustainable economic development and positive spinoffs for Québec City, its citizens, and all of Québec. This is a key initiative that will help strengthen Québec's position on the national and international scene.

In parallel, the Port acquired new electric and hybrid vehicles and planned the expansion of its network of electric vehicle charging stations in its territory, making these initiatives a prominent component of an active decarbonization process.

COMMITTED TO THE DECARBONIZATION OF THE MARITIME INDUSTRY

In 2024, the Port of Québec actively contributed to the work leading to the publication of the Plan de décarbonation de l'industrie maritime québécoise [plan for the decarbonization of Québec's maritime industry], a major project led by the [St. Lawrence Economic Development Corporation \(SODES\)](#). This strategic report, tabled in the same year with the Ministry of Transport and Sustainable Mobility, is the result of the efforts of the Groupe de travail sur la décarbonation de l'industrie maritime [maritime industry decarbonization task force], of which the Port of Québec is a committed member.

The objective of this group is to support the government in creating concrete tools to enable Québec's maritime industry to achieve its decarbonization targets. Through this initiative, the Port of Québec reaffirms its leadership role in the energy transition of the St. Lawrence corridor and its desire to accelerate innovation toward a sustainable maritime future.

ANTICIPATING THE FUTURE: ADAPTING TO CLIMATE CHANGE

Aware of the importance of anticipating the effects of climate change to ensure the sustainability of its operations, the Port of Québec plans to adopt a climate resilience plan by 2026. To this end, an analysis of the risks and opportunities related to climate change was conducted in 2024, under different scenarios possible by 2050, based on the recommendations of the TCFD. The results of this analysis will enrich the organization's integrated risk management process.

In particular, the exercise confirmed that dockside electrification is not only a strategic opportunity to provide a low-carbon route to the maritime industry, but also a key lever to strengthen the competitiveness of the St. Lawrence–Great Lakes corridor and, as a result, the resilience of supply chains.

QUÉBEC CAPITALE CLIMAT: A COLLECTIVE COMMITMENT FOR THE FUTURE

The Port of Québec joined the [Québec Capitale Climat](#) initiative launched in spring 2024 to actively contribute to accelerating the energy transition and decarbonization. This project brings together key partners in the Capitale-Nationale ecosystem with a common goal: to reduce GHG emissions by 45% by 2030 compared to 2010 and to strengthen the city's resilience to climate change, in support of the Ville de Québec's 2021–2025 climate transition and action plan.

Committed to implementing concrete measures to reduce emissions and adapt to climate change, the Port is participating in the initiative's three collaborative projects: mobility and urban planning, adaptation and resilience, and buildings. This collaboration aims to unite the strengths of various regional actors to ensure a sustainable future for Québec and its port community.

ENVIRONMENT AND BIODIVERSITY



ENVIRONMENTAL EXCELLENCE: A COMMITMENT RECOGNIZED BY GREEN MARINE

The Port of Québec is a founding member of Green Marine, a voluntary environmental program dedicated to the maritime industry in Canada and the United States. This initiative affords the Port the ability to improve its environmental performance by targeting key issues related to air, water and soil quality, biodiversity protection, and community relations.

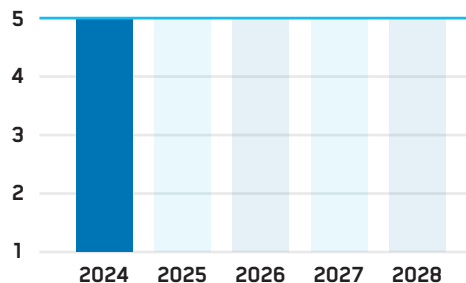
In 2024, the Port of Québec maintained the highest level of 5 for each of the applicable Green Marine certification indicators, becoming the only one of nearly 50 North American port authorities to hold this distinction for the seventh consecutive year. This success reaffirms the Port's commitment to best practices and internationally recognized environmental leadership.



ENVIRONMENTAL COMMITMENT: PROTECTING AND ENHANCING THE ENVIRONMENT AND BIODIVERSITY

Meeting its annual objective of implementing five initiatives focused on the environment and biodiversity, the Port of Québec carried out a series of projects throughout its territory in 2024. These concrete actions demonstrate its commitment to the preservation of natural environments.

GOAL TO CARRY OUT 5 NEW CONCRETE PROJECTS PER YEAR TO PROTECT AND ENHANCE THE ENVIRONMENT AND BIODIVERSITY WITHIN THE TERRITORY



› **Installation of a new swallow nesting box:** A nesting box specifically designed for the bank swallow, a species at risk, has been erected in the Brown Basin sector. This new habitat is intended to promote the nesting of this migratory bird. 2025 will mark its first active season – our hope is that swallows will find refuge there!

› **Controlling invasive alien plants:** Conducted in partnership with the [Association forestière des deux rives \(AF2R\)](#) and the [St. Lawrence Action Fund](#), this five-year project aims to control the spread of three invasive species: the common reed, Japanese knotweed, and buckthorn, in the Beauport Bay sector.

› **Controlling poison ivy:** In collaboration with the [Fondation québécoise pour la protection du patrimoine naturel \(FQPPN\)](#) and the St. Lawrence Action Fund, the Port launched a project at Anse Brown park to eradicate poison ivy and buckthorn colonies, thus ensuring better access to green spaces for citizens.

› **Shoreline management and the fight against Japanese knotweed:** Thanks to a close collaboration with the AF2R, Anse Gilmour visitors and the Port of Québec, the shores have been developed to slow the progress of Japanese knotweed. This project contributes to stabilizing the shoreline and the sustainable protection of this riparian environment.

› **Riverbank clean-up:** Several clean-up operations were carried out, including two major campaigns orchestrated by local partners such as [Organisation bleue](#). In total, approximately 575 kg of waste was removed from the banks of Louise Basin and Anse Gilmour. Other initiatives, notably in the Jacques-Cartier Beach sector, supported these collective efforts.

GREENING INITIATIVES AT THE PORT

The Port continued its greening efforts by planting 201 trees and 430 shrubs, including 340 climbing plants. Each opportunity to green the Port was carefully analyzed. Among the most significant projects, two major initiatives have contributed to enriching the vegetation cover on the port territory.

- › **Plant screen:** On the industrial site of wharf 49, in Beauport, this plant screen, which includes 150 trees and 90 shrubs, aims to increase biodiversity, beautify the harbour landscape, and improve air quality by capturing suspended particles. This project responds directly to the recommendations of air quality experts.³
- › **Greening of the Cap-Blanc sector:** In response to suggestions from citizens in the area and to improve the visual integration of port operations along Champlain Boulevard, 25 trees and more than 340 climbing plants were planted.

At the same time, the Port of Québec has consolidated its greening strategy by initiating the drafting of a greening plan structuring its interventions for the next 10 years. This plan will be made public in 2025.



BIODIVERSITY PROTECTION: AN ECOSYSTEM SUSTAINABILITY PLAN

In line with its 2023 Vision and inspired by the commitments made at COP15 in 2022, the Port of Québec began a strategic reflection on biodiversity protection in 2024. In partnership with ten local environmental actors and stakeholders, a biodiversity sustainability plan has been developed. This plan will be unveiled in 2025.

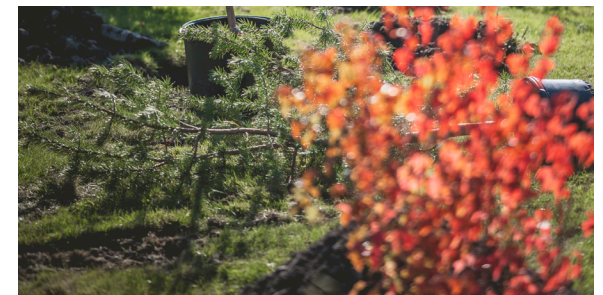
PROJECT EVALUATION: A RENEWED PROCESS

In 2024, the Port of Québec implemented its new IAMP related to activities and projects conducted on its territory. Structured, rigorous and transparent, this process aims not only to meet regulatory requirements, but also to strengthen dialogue with the community. It encourages the active participation of concerned citizens and First Nations to ensure more informed, inclusive decision-making that is respectful of living environments.

RÉGION DE BIOSPHERE: A COMMITMENT TO URBAN SUSTAINABILITY

Convinced that this project will contribute to creating pride and mobilizing the community around an urban sustainability model, the Port has been actively involved as a member of the bid committee for the Ville de Québec's [Région de biosphère project](#).

Through this commitment, the Port reaffirms its leadership role in integrating sustainable development within its territory and for the benefit of the entire community.



³ Report from the Groupe de travail sur les contaminants atmosphériques (GTCA) (working group on contaminants) published in January 2023 and entitled *Mon environnement, ma santé* (MEMS) (My Environment, My Health) from the public health directorate (DSP) under the Integrated Health and Social Services Centre (CIUSSS) for the Capitale-Nationale region (published in March 2023).

EMPLOYEES AND COMMUNITIES



FUTURE-ORIENTED HUMAN RESOURCES MANAGEMENT

In 2024, the Port of Québec continued to modernize its human resources management practices with a clear objective: to optimize organizational effectiveness while fostering a culture of engagement and innovation. These efforts, in line with the Port's 2035 Vision, aim not only to meet the needs of a constantly evolving organization, but also to provide a healthy work environment and conditions that promote the well-being of all. With this in mind, [a wide variety of benefits](#) have been put in place so that employees can focus on their wellbeing, find work-life balance, and thrive both professionally and personally. In 2024, the Port of Québec maintained a job satisfaction index among the best in comparison to similar organizations.

A STRUCTURED PERFORMANCE MANAGEMENT PROGRAM

To align individual and collective objectives with the Port's overall strategy, a performance management program was deployed. This program is based on regular exchanges between managers and employees, a clear definition of expectations, and a professional development approach. By promoting employee recognition and motivation, this program helps mobilize teams and grow talent within the organization.

DIGITAL TRANSFORMATION FOR EFFICIENCY

The Port continued its digital shift by integrating new solutions to automate and optimize a number of human resources management processes. This effort is accompanied by a proactive approach to change

management, ensuring adequate support for teams in the adoption of new technologies. This step toward modernization improves talent management, performance monitoring, and the onboarding of new employees.

AN INTEGRATED SYSTEM FOR A BETTER EMPLOYEE EXPERIENCE

In the same vein, an integrated human resources management system has been put in place. This tool centralizes several essential functions, such as schedule management, training tracking, payroll, and administrative requests. By facilitating access to information and simplifying internal processes, it helps improve the employee experience and make the organization more agile.

A RENEWED COMMITMENT TO PAY EQUITY

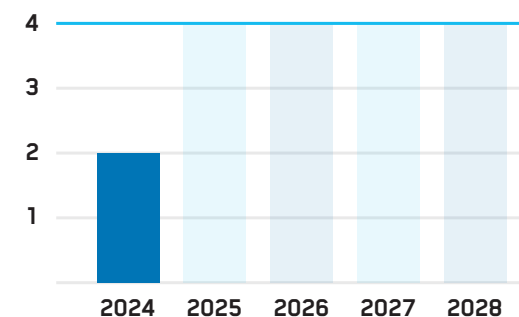
In accordance with legal requirements and its values of equity and inclusion, the Port of Québec has completed its pay equity exercise. This rigorous approach assessed the compensation structure to ensure fair recognition of each employee's contributions. The Port has thereby reaffirmed its commitment to a fair and transparent work environment.

Through these initiatives, the Port of Québec is consolidating its human resources management by focusing on innovation, performance, and employee well-being. These advances are part of a long-term vision to build a dynamic, inclusive, and forward-looking workplace.

COMMITMENT TO OUR COMMUNITY

Eager to strengthen its social roots and to support causes close to its heart, the Port of Québec is committed to offering a minimum of four volunteer opportunities per year during regular business hours, starting in 2025. This commitment is intended to encourage active employee participation in the community. Already in 2024, several members of the Port team had the chance to get involved with organizations like [Le Pignon Bleu](#) and [Laura Lémerveil](#) – meaningful human experiences that were greatly appreciated.

GOAL TO OFFER 4 EMPLOYEE VOLUNTEER OPPORTUNITIES PER YEAR STARTING IN 2025



HEALTH AND WELLNESS AT WORK

The Port of Québec continues to innovate and refine its Occupational Health and Safety Management System (OHSMS), fostering a culture of prevention focused on collaboration and continuous improvement. In 2024, the OSH team played a key role in major operations, maritime activities, and on major work sites.

STRENGTHENING PREVENTION PRACTICES

The OSH team has implemented weekly break times on key topics for departments most at risk. A system for observing risky activities has been put in place to document best practices and correct potentially hazardous situations. Our managers have also been trained as OSH leaders, participating in regular meetings to discuss successes and areas for improvement.

MODERNIZATION OF DIGITAL POLICIES AND TOOLS

Thanks to the collaboration between the various departments and the local OSH committee, several policies have been updated, including policies related to the wearing of personal protective equipment and the prevention of harassment and violence at work. In addition, digital transformation has made our risk prevention program accessible on computers and mobile phones.

The OSH team conducted several risk analyses in the field and provided various trainings to employees, including training on the operation of wheel loaders and heavy trucks, as well as the use of forklifts.

PROMOTION OF HEALTH AND WELLNESS

Our health and wellness program generated strong participation levels in 2024, with initiatives focused on

nutrition and psychological health. Several challenges encouraged employees to get moving, including the Défi des pas, which stimulated a spirit of competition between teams. Participation in the Défi Entreprises, despite unpredictable weather conditions, also strengthened staff cohesion. New this year, the Défi des couleurs encouraged employees to explore nature and share their most beautiful landscapes.

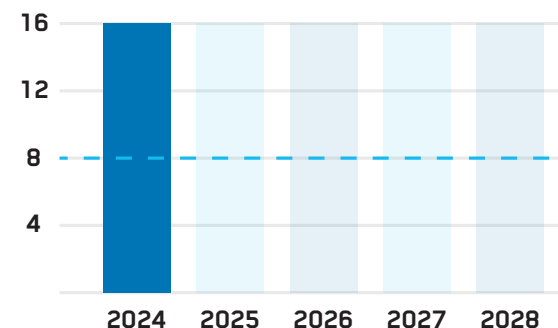
DEDICATED OSH COMMITTEES

The local OSH committee remains a key player in identifying risks and continuously improving working conditions. It participates in site inspections, program development, and incident analysis.

For its part, the environment, health and safety committee, which brings together the Port and its port partners, ensures that that best safety practices are implemented among companies operating in the port territory. The second edition of the OSH symposium provided an opportunity to discuss key issues, such as the risks associated with working along the water, fall prevention, and hearing protection.

2024 ended on a positive note in terms of health and safety, marked by a strengthened commitment from all stakeholders at the Port of Québec. The OSH team plays an essential role in ensuring rigorous monitoring and supporting the various departments in the adoption of best safety practices. Through a proactive and collaborative approach, the Port of Québec continues to raise its standards in occupational safety, health and wellness.

SET GOAL TO OFFER 8 OHS INITIATIVES TO EMPLOYEES



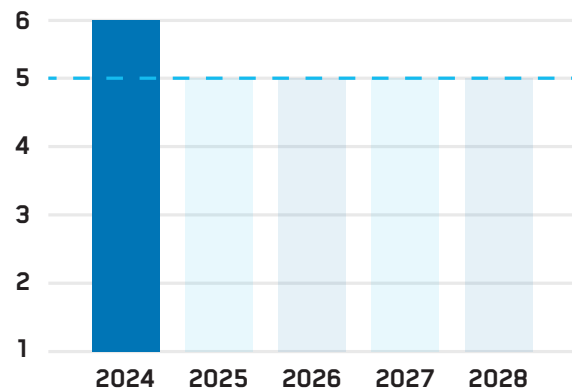
CITIZEN ENGAGEMENT: A YEAR OF COLLABORATION AND SOCIAL INNOVATION

In 2024, the Port of Québec strengthened its commitment to the community by increasing its initiatives to foster dialogue, promote citizen participation, and improve citizens' quality of life. These efforts have made it possible to implement promising projects, strengthen links with citizens, and promote access to the river and port areas.

INNOVATIVE CITIZEN INITIATIVES FUND

Wishing to be a vector of social innovation, the Port of Québec continued to deploy the [Fonds d'initiatives citoyennes innovantes](#) (ICI) [Innovative citizen initiatives fund] in 2024. This initiative aims to support community-led projects that have a positive impact on the community. [Six projects](#) received financial support under this program, helping to improve citizens' quality of life and foster collective engagement.

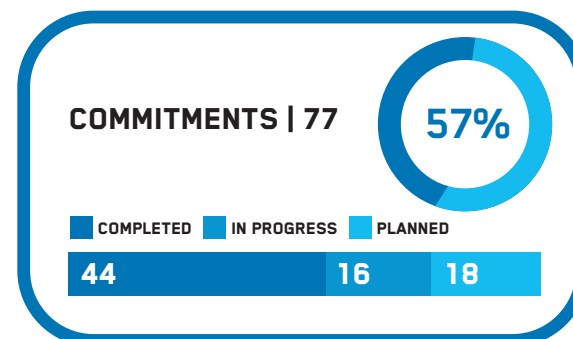
GOAL TO SUPPORT 5 CITIZEN-LED PROJECTS PER YEAR



STRUCTURED DIALOGUE WITH EFFORTS REWARDED

The neighbourhood round tables, established to promote understanding and co-construction, continued to grow in 2024. This innovative approach has made it possible to put in place [77 commitments](#) to which the Port is committed to acting on in order to meet the needs of the community. This proactive and transparent approach was praised by the business community, and the Port of Québec was awarded the Mercuriades community engagement award, highlighting its collaborative model and team dedicated exclusively to community relations. In 2024, 57% of the 77 commitments were fulfilled.

In line with this approach, co-creation tables have been set up to enable citizens to get actively involved in concrete projects with the objective of carrying out three projects in co-creation with local stakeholders by 2026. Two projects were completed in 2024: the finalization of the concept for Beauport Bay's [wooded park](#) project and the [greening of the Cap Blanc sector](#).



PROMISING EDUCATIONAL INITIATIVES

The [Flot](#) educational program, launched in June 2024, provided 530 Grade 5 students with an immersive experience in Beauport Bay. Embarking on a fun and educational circuit, they discovered the biodiversity of the river and the region's maritime history, developing a strong link with their environment..



UNIFYING EVENTS

More than 1,500 visitors took part in the family-friendly Maritime Festival, an immersive day in the heart of port activities. This third edition, presented in the form of a Maritime fair, allowed citizens to discover maritime trades and exchange with actors in the field. Among the novelties this year, an exclusive draw took families on unique adventures, such as visiting a cruise ship, testing a navigation simulator, and exploring the port on board a sailboat.

Another highlight of the year included the design of the Port of Québec's port spaces to enhance maritime heritage and strengthen the link between the port, the city, and its citizens. At the crossroads of physical and digital spaces, this project offers varied and inclusive programming that highlights Québec City's maritime history and culture.



ENHANCED CITIZEN CONSULTATION

In 2024, the Port of Québec maintained an open and constructive dialogue with the population through regular meetings of the Jeunes à bord [youth on board] committee and the community relations committee. These forums for exchanges, as well as active participation in other committees, made it possible to address key issues and guide projects in consultation with stakeholders.

A STRONGER COMMITMENT TO AIR QUALITY

In 2024, the Port of Québec consolidated its commitment to air quality by becoming a partner of the Ville de Québec's *Commission consultative sur la qualité de l'air* [air quality advisory board]. In collaboration with stakeholders, the Port continued its efforts to improve air quality on its territory and surrounding areas. This commitment was reflected in the Port's active participation in the *2022-2027 action plan* of the *Comité intersectoriel sur la contamination environnementale dans l'arrondissement La Cité-Limoilou* (CICEL) [intersectoral committee on environmental contamination in the Cité-Limoilou borough]. These initiatives demonstrate the Port's desire to play a key role in improving the environment and citizens' quality of life.

FIRST NATIONS

The Port of Québec maintains relations with First Nations based on respect, transparency, and mutual understanding.

Recognizing the historical and contemporary contribution of Indigenous communities to the protection of the St. Lawrence ecosystem, the Port wishes to work with First Nations to ensure the sustainability of this ecosystem, which is essential to the common good.

The Port consults with First Nations communities on development and infrastructure projects and works with Wendake Tourism to share the history of the Wendat people with thousands of visitors and cruise passengers annually.



A REINFORCED PRESENCE FOR BETTER COMMUNICATION

A RENEWED IDENTITY TO SET ITSELF APART

In 2024, the Port of Québec's communications team marked a strategic turning point with the launch of its new brand signature: "From here, we see far ahead." Accompanied by an updated visual identity, this evolution reflects the Port's ambitious vision and commitment to innovation, sustainable development, and communities. The colour palette has been enriched by the addition of black and green, and an exclusive illustration has been designed to dynamically evoke the different facets of the Port, from industries and modes of transport to the environment and recreational tourism.

A POWERFUL CAMPAIGN TO RAISE THE PROFILE OF THE 2035 VISION

To support this new brand signature and promote the four axes of the 2035 Vision, a brand building campaign was deployed from March to June 2024. The initiative focused on four major themes: sustainable transport, innovation, the environment, and communities, with each theme serving individually as a focus during the two-week period.

Mainly digital, the campaign was broadcast on multiple influential media platforms as well as social media. For increased visibility, strategic signage was set up on digital bus shelters as well as on motorway signs located on the port territory.

ENHANCED DISPLAY TO HIGHLIGHT PUBLIC SITES

To improve the visibility of sites open to the public and to strengthen their association with the identity of the Port of Québec, new displays have been deployed on the

Port territory. In addition to facilitating the exploration of public sites, this initiative aims to enhance the Port's brand image and increase public recognition of its spaces.

A REDESIGNED WEBSITE FOR A BETTER USER EXPERIENCE

In 2024, the Port of Québec undertook the redesign of [its website](#) to better align with its 2035 Vision and to meet the needs of its users. The new site aims to raise awareness of the Port's strategic vision, while improving its reputation and enhancing the public's knowledge of it. It is also a tool to create a sense of pride within the community and to establish positive and lasting communications with citizens, the business community, elected officials, and the media.

With this new website, the Port of Québec also aimed to position itself as a leader in the maritime sector by highlighting its innovation, environmental, and sustainable development initiatives. Finally, one of the major objectives of this redesign was to ensure greater autonomy in the management of content, allowing for quick and efficient updating of information. The website was launched in December 2024.



AN INTERACTIVE CONTAINER TO DIVE INTO THE JOURNEY OF GOODS

With the goal of raising awareness and educating the public, the Port of Québec inaugurated an immersive exhibition, taking the form of an interactive container installed on the port territory and in Laurier Québec. This initiative makes it possible to follow the journey of goods, from their origin to their final destination, highlighting the Port's strategic importance in the global supply chain.

Thanks to engaging content, the exhibition illustrates how certain products passing through the port are then transformed and reintroduced into our daily lives. Designed to demystify port operations, this educational tool highlights their essential role.



PERMANENT NEW TECHNOLOGICAL AND EDUCATIONAL EXPERIENCES

As part of its mission of education and accessibility, the Port of Québec launched the first phase of its network of interactive kiosks. Designed to offer an immersion in the world of ports and maritime transport, these modern kiosks provide rich and captivating content on port operations, the trades in the sector, and contemporary maritime issues.

Three new kiosks will be installed in 2025, reinforcing the Port's commitment to information accessibility and raising public awareness of its strategic role in Québec's economy and community.

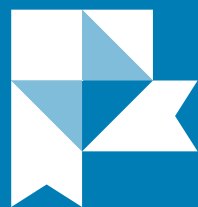
A STRATEGIC PARTNERSHIP FOR INCREASED SUMMER VISIBILITY

Always keen to strengthen its presence with the general public, the Port of Québec has entered into partnerships to promote its recreational tourism sites during the summer season as well as the Maritime Festival. This collaboration helped highlight the port attractions open to the public and encourage visitors to discover the waterfront from a new angle. Thanks to dynamic promotional initiatives, the Port has been able to reach a wide audience and increase its outreach to families and outdoor enthusiasts.

GRI TABLE

GRI STANDARD	DISCLOSURE	LOCATION/INFORMATION
GRI 2: GENERAL DISCLOSURES	2-1 ORGANIZATIONAL DETAILS	QUÉBEC PORT AUTHORITY FINANCIAL STATEMENT HEAD OFFICE LOCATED AT 150 DALHOUSIE, PO BOX 80 HAUTE-VILLE QUÉBEC CITY (QUÉBEC) G1R 4M8 CANADA YEAR IN REVIEW SECTION, P.4 ABOUT THE PORT
	2-3 REPORTING PERIOD, FREQUENCY AND CONTACT POINT	FROM JANUARY 1 TO DECEMBER 31, 2024 ANNUAL REPORT CONTACT US
	2-6 ACTIVITIES, VALUE CHAIN AND OTHER BUSINESS RELATIONSHIPS	PORT ACTIVITIES SECTION, P.16
	2-7 EMPLOYEES	111 PERMANENT EMPLOYEES AS OF DECEMBER 31,2024 INCLUDING 46 WOMEN AND 65 MEN
	2-9 GOVERNANCE STRUCTURE AND COMPOSITION	GOVERNANCE SECTION COMPOSITION OF THE BOARD OF DIRECTORS, P.9 COMPOSITION OF THE EXECUTIVE COMMITTEE, P.13 COMPOSITION OF THE MANAGEMENT TEAM, P.14
	2-10 NOMINATION AND SELECTION OF THE HIGHEST GOVERNANCE BODY	MEMBERS OF THE BOARD OF DIRECTORS ARE APPOINTED IN ACCORDANCE WITH ARTICLE 4 OF LETTERS PATENT OF THE QUÉBEC PORT AUTHORITY.
	2-11 CHAIR OF THE HIGHEST GOVERNANCE BODY	GOVERNANCE SECTION – COMPOSITION OF THE BOARD OF DIRECTORS, P.6
	2-22 STATEMENT ON SUSTAINABLE DEVELOPMENT STRATEGY	ESGSD SECTION, P.34
	2-25 PROCESSES TO REMEDIATE NEGATIVE IMPACTS	ESGSD SECTION - IMPACT ASSESSMENT AND MITIGATION PROCESS (IAMP) P.41-XX AND COMMUNITY RELATIONS, PP.44-45
	2-29 APPROACH TO STAKEHOLDER ENGAGEMENT	PORT ACTIVITIES SECTION – OPERATOR, P.19 AND INNOVATION, PP. 22-23 ESGSD SECTION – EMPLOYEES AND COMMUNITIES, PP. 42-47
GRI 201: ECONOMIC PERFORMANCE	201-1 DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED	YEAR IN REVIEW SECTION, P. 4 FINANCIAL STATEMENTS, P. 15

GRI STANDARD	DISCLOSURE	LOCATION/INFORMATION
GRI 203: INDIRECT ECONOMIC IMPACTS	203-1 INFRASTRUCTURE INVESTMENTS AND SERVICES SUPPORTED	SECTION – MODERNIZATION OF PORT INFRASTRUCTURES, P. 21
	203-2 SIGNIFICANT INDIRECT ECONOMIC IMPACTS	YEAR IN REVIEW SECTION, P.5 PORT ACTIVITIES SECTION, P.17
GRI 3: MATERIAL TOPICS	3-1 PROCESS TO DETERMINE MATERIAL TOPICS	<p>In 2022, in order to meet the expectations of its stakeholders, the Port consulted 60 partners including 30 internal stakeholders and 30 external stakeholders. According to this consultation, stakeholders attach great importance to the Port's role:</p> <ul style="list-style-type: none"> - as an economic motor at the local and regional level, its role in stimulating the economic impact of cruise activity, its role in ensuring the resilience of supply chains and its role as an economic motor for Québec and Canada; - for air quality management linked to port activities, compliance and environmental assessment; - to promote a coherent integration of the Port into the city, to support good management cruises and other activities as well as to contribute to the reduction of nuisances caused by port activities.
GRI 305: EMISSIONS	305-1 DIRECT (SCOPE 1) GHG EMISSIONS	ESGSD SECTION, CLIMATE RESILIENCE AND DECARBONIZATION, P.35
	305-2 INDIRECT (SCOPE 2) GHG EMISSIONS	
GRI 403: OCCUPATIONAL HEALTH AND SAFETY	403-1 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM	SECTION - HEALTH AND WELLNESS AT WORK (OHS), P. 43 TWO DISABLING ACCIDENTS AT WORK WERE REPORTED IN 2024
	403-9 WORK-RELATED INJURIES	
GRI 404: TRAINING AND EDUCATION	404-3 PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS	A PERFORMANCE EVALUATION SYSTEM IS IN PLACE FOR ALL EMPLOYEES
GRI 406: NON-DISCRIMINATION	406-1 INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN	NO INCIDENTS OF DISCRIMINATION HAVE BEEN REPORTED IN 2024
GRI 411: RIGHTS OF INDIGENOUS PEOPLES	411-1 INCIDENTS OF VIOLATIONS INVOLVING RIGHTS OF INDIGENOUS PEOPLES	NO INCIDENTS OF VIOLATIONS INVOLVING INDIGENOUS RIGHTS WERE REPORTED IN 2024



PORT
QUÉBEC

▼ D'ICI, ON VOIT LOIN
FROM HERE, WE SEE FAR AHEAD

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