

2025 SUSTAINABILITY REPORT

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Leadership Message



Tony Pringle + Francisca Quinn

Quinn+Partners (Q+P) was founded in 2013 out of passion for building better, resilient and more sustainable organizations that thrive in times of change. Over the past 11 years, we have supported companies and investors in embedding sustainability into their strategies – empowering them to adapt, compete and excel in a shifting world.

With interim 2030 climate targets now less than five years away, this is a decisive moment. Companies must not only plan but also begin implementing their decarbonization strategies with urgency. At the same time, the effects of climate change are increasingly evident, and regulations, environmental risks, and social expectations continue to evolve.

At Q+P, we are committed to guiding our clients through this complexity. We provide the tools, knowledge, and insight they need to strengthen resilience, seize opportunities, and build future-ready businesses. We are also taking action within our own operations – including our own net-zero office in Toronto.

What sets us apart is our diverse team, deep technical expertise and people-first approach.

Together, these qualities uniquely position us to serve as trusted partners and catalysts for meaningful change.

With the imperative to address sustainability challenges growing more pressing by the day, it is only through increased collaboration, engagement and ambitious leadership that we can drive change for a better future together. We are energized to work with sustainability leaders on our team and among our clients, who are committed to making a positive impact.

Thank you for being part of our journey and sharing our commitment.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Francisca Quinn'. The script is fluid and cursive.

Francisca Quinn
President and Co-Founder

A handwritten signature in dark ink, appearing to read 'Tony Pringle'. The script is fluid and cursive.

Tony Pringle
CEO and Co-Founder

Top Highlights

5

years awarded Canada's Top Growing Company

90%

employee satisfaction score

21%

employees promoted

6

high-performance team norms formalized

4

Great Place to Work™ in Canada four years in a row

95%

employee retention rate

135.2

B Corp score

89%

client repurchase rate

USD3 tn

global client portfolio

3

client portfolio on continents

35%

employee shareholders

2,500 hrs

hours dedicated to team training



About Q+P

Q+P is a leading management consultancy specializing in corporate sustainability, sustainable finance, climate change and responsible investment advisory services. Headquartered in Toronto, we are a female-founded and employee-owned corporation, with regional offices in Vancouver and Montreal.

Our vision is to be our clients' trusted advisor in all matters relating to sustainability and ESG.

Our mission is to advance sustainability integration in business and capital markets.

We believe that integrating sustainability enhances reputation, manages risks, realizes efficiencies, drives innovation and contributes to more resilient, future-oriented businesses. Sustainability is a catalyst for positive change that creates shareholder value every step of the way.

Our Values

Client First

Excellent client work builds our brand, makes our firm an interesting place to work and sustains our business.

Team Player

We always work as a team – within the company and with our clients – and we help each other succeed.

Healthy Habits

We consider the well-being of our employees, our environment and our local community. We make healthy lifestyle choices and are engaged in the office and community.

Intellectual Curiosity

We never stop acquiring new knowledge, learning from our successes and disappointments and sharing insights with each other.

Integrity

We always act ethically, respect confidentiality and are accountable for what we do.

Responsibility

We strive for continuous improvement for ourselves and our clients. We believe everyone must be a change agent.



Our Services

Investor Services

Q+P Sustainability

We support investors across all asset classes to embed responsible investment considerations in their investment processes through training, governance, investment tools and reporting. The results are systematic, value-added and leading sustainability integration approaches.

Q+P Climate

We help our investor clients build awareness and develop strategies and tools to navigate climate risks and the transition to the net-zero economy. Our team supports investors to achieve net-zero and build resilient investment portfolios.

Q+P Impact

We work with a variety of institutional investor clients looking to create positive to social and environmental outcomes while earning favourable investment returns. Our support helps clients identify and intentionally address global challenges and measure their impact.

Corporate Services

Q+P Sustainability

We design sustainability strategies that strengthen our clients' position with investors, employees, customers, suppliers and other stakeholders.

Q+P Climate

We help our clients navigate the transition to net-zero and prepare them to thrive in a low-carbon economy.

More information on our portfolio of services [here](#).

Our Team

Our people are our greatest strength and differentiator. We aspire to create meaningful careers and develop the next generation of sustainability leaders. We believe our team and alumni are the changemakers who will lead us to a more sustainable and inclusive future.



Team Profile (as at March 31, 2025)

| | |
|--|-----|
| Total employees | 48 |
| Full-time employees | 45 |
| Part-time employees | 3 |
| Employee shareholders | 35% |
| Offices (Vancouver, Toronto, Montreal) | 3 |



“My favourite part about my summer at Q+P was getting to work on real projects across different industries from day one, which really accelerated my learning and deepened my understanding of sustainable business. The people were also a huge part of the experience - everyone was so supportive, approachable and genuinely passionate about what they do.”

– Sadie Vokes, Analyst, BCom (McGill Class of 2024)

Q+P on Campus

We participate in academic initiatives to share our knowledge, inspire emerging talent to join our ranks and build meaningful careers with us. Campus engagement also allows us to introduce sustainability-related topics to other future leaders as they graduate into the workforce.

Summer Associate Program

Each summer, Q+P hires students to join the firm for a 14-week internship. In this role, students participate in onboarding, support the team on client work and internal initiatives and gain invaluable experience as a sustainability consultant.

For more information on opportunities to join Q+P, please stay up to date on our [careers page](#).

Our Academic Involvement

- + University of Toronto - Rotman Women in Consulting Event
- + University of Toronto - MSc Sustainability Management Case Interview Workshop
- + Queen’s University - Smith MBA Networking
- + Western University - Ivey Social Impact Club Case Competition
- + Queen’s University - Commerce and Engineering Environmental Conference (CEEC)
- + HEC Montréal - Club de Consultation en Management Fall Networking Cocktail
- + McMaster University - DeGrooted in Impact Conference
- + York University - Boutique Firms Panel
- + Concordia University, HEC, McGill University - Montreal Youth Summit on Sustainable Business
- + Seneca College – ESG Executive Certificate Guest Lecture

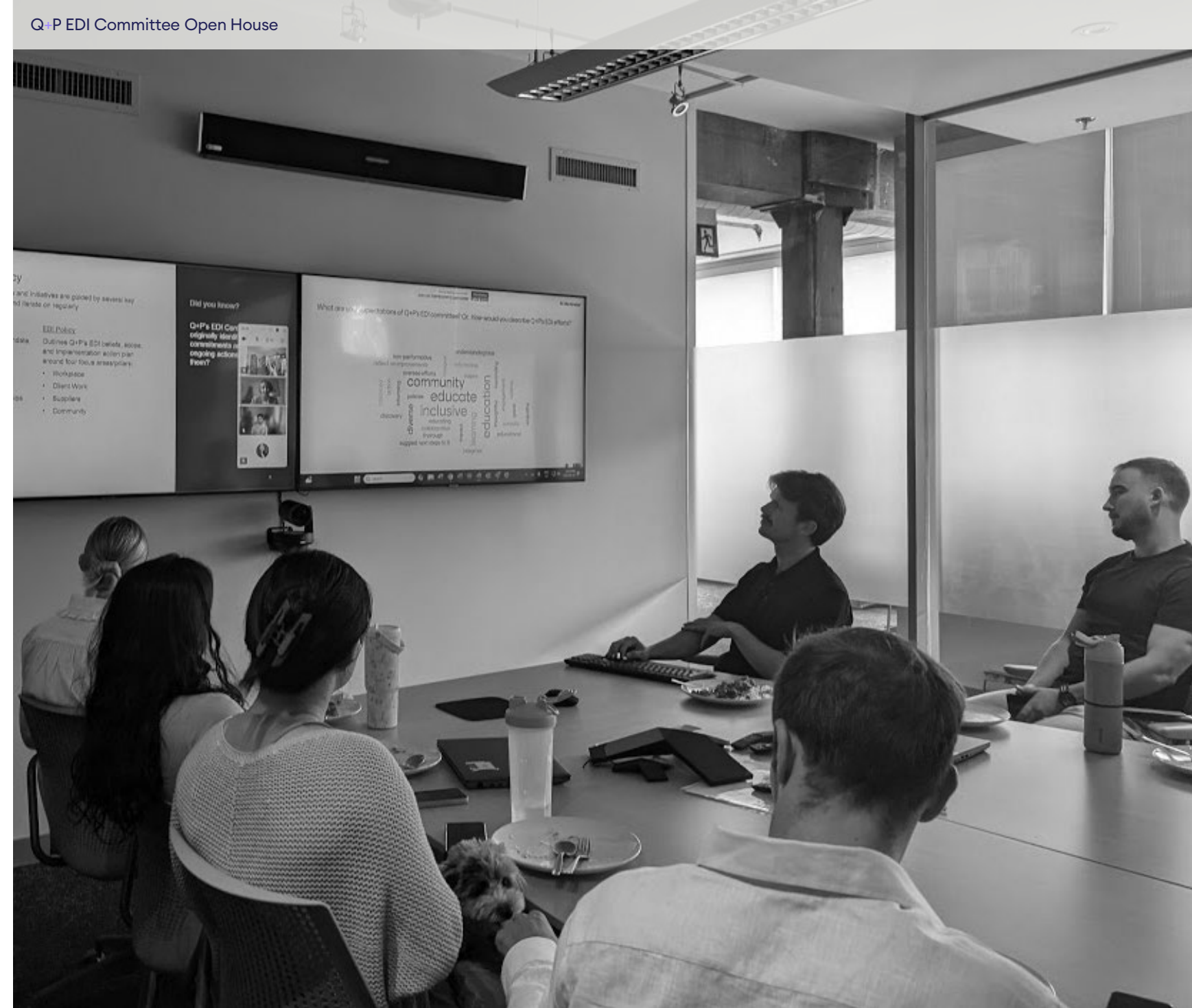
Team Development

We aim to develop the next generation of sustainability leaders by prioritizing the growth and well-being of our team members, actively cultivating their professional development, offering enriching career pathways and fostering a positive workplace culture. Doing so enables us to foster a close-knit culture where everyone can thrive.

Many of our team members pursue certifications or advanced education, taking advantage of Q+P's professional development benefits. In FY2025, we continued to refine our performance management program and tools to provide ongoing, meaningful feedback that supports team growth and advancement. We also facilitate internal training sessions aimed at reinforcing top-tier consulting practices, mastering subject-matter and showcasing our project work across the team.

Lastly, we celebrate our successes both internally – through commendations and discretionary bonuses – and externally – through LinkedIn posts and publications.

| | |
|--|------------|
| New hires | 10 |
| Annual professional development allowance (per person) | CAD 1,500 |
| Hours dedicated to team training | 2,500 |
| Total spend on training courses | CAD 88,000 |
| Promotions | 21% |



Feature

Career Journeys at Q+P

Why did you choose to join Q+P?

I chose Q+P because sustainability and climate change have always been central to my own values, and Q+P is a firm where that mission is embedded in the work every day. What also stood out was the culture. At Q+P, you're encouraged to learn, take ownership and are guided to grow into trusted advisors. That combination of purpose and professional development made Q+P the right place for me.

What made your transition from student to working professional successful?

I was guided by two things: curiosity and a clear north star. From my first year of university, I knew I wanted my work to contribute to the communities around me.

That curiosity led me to explore internships, fellowships and extracurriculars that, while varied, all focused on climate and social impact. Together, those experiences shaped a diverse perspective and worldview, which, combined with my passion, prepared me for a role where empathy is essential to supporting clients in advancing their own goals.

What is your favourite thing about working at Q+P?

The people. I'm lucky to work alongside such intelligent, innovative and passionate colleagues. The work itself is meaningful, but it's the people who make the biggest difference. They inspire me, guide me and make me look forward to each new day.

Looking forward, what are you most excited about for your Q+P journey?

I'm excited to keep building on past projects while taking on new ones. What makes Q+P special is the opportunity to create a meaningful impact in a culture that welcomes new ideas and fresh approaches. I look forward to growing, learning and innovating while taking steps towards a just climate future alongside my colleagues.



Hrithik Sharma, Honours, BCom – Senior Analyst at Q+P

Q+P Roles

- Analyst
- Senior Analyst
- Consultant
- Manager
- Senior Manager
- Director
- Managing Director

Employee Wellbeing

We want to ensure everyone brings their best self to work and we are dedicated to supporting the team to develop healthy habits. In FY2025, we launched initiatives to offer greater flexibility, including an Additional Unpaid Time Off program. To encourage work-life balance and support our team members through all phases of life we also offer accommodations for transitions between full-time and part-time employment, and seamless office transfers for those who wish to relocate to any of our three offices in Toronto, Montreal and Vancouver. We also formally implemented compressed summer work weeks allowing for our team to recharge and get outside.

Wellbeing Initiatives

- + Flexible summer Fridays
- + Parental leave up to 13 weeks for new parents
- + Biweekly meditation and mindfulness sessions
- + Remote work arrangements for up to two weeks in authorized countries
- + Transit/fitness allowance and cell phone stipend for all employees
- + Part-time work arrangements
- + Inter-office mobility



“I feel very fortunate to work at an organization with such a thoughtful parental leave policy and a culture that genuinely supports new parents. Having the confidence that my colleagues had everything well taken care of allowed me to be fully present with my young family during this special time.”

– Sagar Memon, Manager

Committees

Our committees foster a supportive workplace and help Q+P address broader societal responsibilities.

EDI Committee

The Equity, Diversity, and Inclusion (EDI) Committee helps advance our practices in alignment with the company’s EDI Policy. It is chaired by a Leadership Team member and is comprised of up to six team members.

Social Committee

The Social Committee organizes events that allow Q+P employees to bond and make memories with one another in non-work-related settings.

Community Committee

The Community Committee formalizes Q+P’s approach to volunteering and charitable giving, including water sampling with the Water Rangers organizing our annual holiday toy drive and the WWF (World Wildlife Fund) CN Tower/BC Place Climb.



Career Journeys at Q+P

Why did you choose to join Q+P?

I was drawn to Q+P because the firm’s values align with my own – namely its strong sustainability ethos and commitment to equity, diversity and inclusion. Q+P’s entrepreneurial energy as a fast-growing, employee-owned company was also important to me because it offers the opportunity to grow and challenge myself while advancing sustainable business.

How has your past professional experience contributed to your success at Q+P?

For more than 15 years, my career has focused on helping business leaders, investors and other stakeholders get information they can rely on to make informed, practical decisions.

As a Chartered Professional Accountant, I aim to connect the fundamentals of finance, risk management and decision-making with the evolving language of climate change and sustainability. This experience allows me to bring both technical expertise and a business-focused lens to our advice.

What is your favourite thing about working at Q+P?

What I value most about working at Q+P is the opportunity to collaborate with talented colleagues from diverse technical backgrounds who approach each project with curiosity. Our high-performance culture encourages colleagues to embrace new challenges with the confidence that our

team is standing behind them.

I feel proud to be part of a team that takes care of each other, while holding ourselves to a very high standard.

Looking forward, what are you most excited about for your Q+P journey?

I’m most excited about helping clients navigate this pivotal moment for sustainability. With evolving regulatory requirements, shifting expectations and uneven progress across industries and geographies, there’s a real opportunity to drive meaningful change. I look forward to working alongside my colleagues and clients to find real-world solutions that strengthen businesses, improve resilience and drive measurable results.



Lauren Bonnett, CPA, CA – Director at Q+P

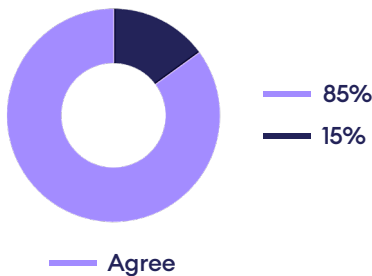
Q+P Roles

- *Joined as a Director*
- Managing Director

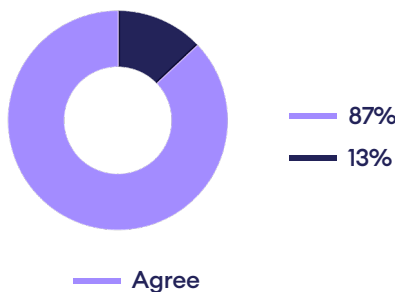
Employee Experience

We are dedicated to cultivating an environment where team members feel fulfilled with their work.

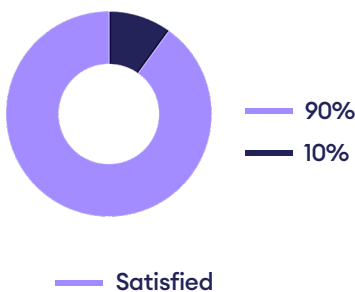
% feels the Company genuinely seeks and responds to suggestions and ideas



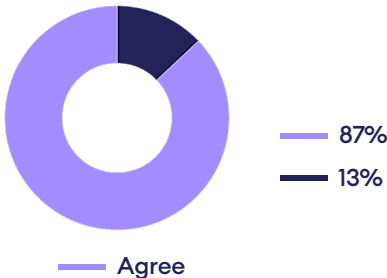
% would recommend Q+P to friends and family as a place to work



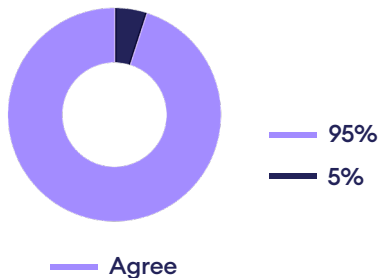
Overall employee satisfaction score



% feels a sense of accomplishment from what they do



% feels like they are developing professional skills and experience



What do you like the most about working at Q+P?

- + "Working with passionate and driven individuals. It is an incredible place to learn and push yourself to new levels."
- + "I love the work we do and feel very lucky to be making a strong impact in the Canadian economy."
- + "Our culture is unparalleled. I've never worked with a greater group of people who do great work alongside me."

"Our people are our greatest strength, and the Social Committee is proud to create opportunities that bring us closer together. By nurturing team bonds and celebrating our shared successes, we're building not only a stronger company, but one where everyone can thrive."

– Lindsay Lucato, Chair of Q+P Social Committee



Feature

Q+P Alumni Story

The meaningful connections we cultivate help us build strong relationships with our alumni, who continue to make a positive impact through their careers.

What were you most proud of when working at Q+P?

I am proud of the projects I have contributed to, where we delivered high-quality results on strategic client engagements. I also value the friendships I have built at Q+P and the support and mentorship I have received from the Leadership Team.

Can you briefly describe your current role?

As the ESG Manager at Lactalis Canada, I lead and support my organization’s sustainability initiatives. My role involves developing and implementing strategies to improve sustainability, ensure regulatory compliance, and strengthen stakeholder relationships. I work closely with different teams to implement ESG projects, report on progress, and help drive positive impact across the company.

What skills or knowledge that you gained at Q+P have been valuable in your career?

My time at Q+P was instrumental in developing my consulting mindset. Working closely with clients across industries taught me how to listen actively, understand their unique challenges and tailor solutions that delivered real value. I learned how to build trust quickly, manage expectations and communicate with impact. Q+P also provided a space where I could continuously refine my analytical and presentation skills, ensuring that every recommendation was both strategic and actionable. That experience has been a cornerstone of how I approach stakeholder engagement and problem-solving in my current role.

Equity, Diversity and Inclusion

Diverse backgrounds, experiences, perspectives and voices enhance our ability to learn, grow and innovate. Together, they help us deliver richer and more relevant client advice.

We have embarked on a journey to formalize how we intentionally integrate equity, diversity and inclusion (EDI) into our culture, advice and operations. Authentically prioritizing EDI comes from our Leadership Team, but our team shares collective responsibility for our progress.

Key elements of our EDI activities include:

- + Our EDI Policy outlines our beliefs and guides our actions to address systemic inequalities, unconscious biases and discrimination in our company, work, partnerships and community
- + Our EDI Committee advances EDI initiatives in alignment with our Policy including defining and executing our annual action plans, building capacity and awareness, and measuring and reporting on progress to our Leadership Team
- + Our EDI Commitment is embedded in our corporate strategy, reflected in our company values and tracked in our EDI scorecard to keep ourselves accountable

Select FY2025 EDI initiatives included:

- + Dedicating over 420 hours and CAD 2,500 for firm-wide EDI and Accessibility training
- + Adopting an Accessibility Policy + Action Plan and adding an accessibility widget to our website
- + Measuring our local and female-owned supplier spend
- + Expanding our supplier network to better align with our Sustainable Procurement Policy

Employee survey – EDI results:

- + 92% agree: "Q+P is committed to diversity and equity"
- + 95% agree: "I would describe Q+P's culture as inclusive"
- + 90% agree: "Q+P has done a good job providing training programs that promote diversity and inclusion"
- + 85% agree: "I feel I can be successful as my authentic self at Q+P"

EDI Recruitment Analysis

Using optional demographic data provided by Q+P job applicants, we analyzed how individuals from equity-deserving groups progressed through our recruiting process while respecting confidentiality. We use these findings to identify any unintended barriers and continuously improve our recruitment process.

Q+P's 2024 fall applicant pool exceeded the national and regional labour force in the representation of women, 2SLGBTQI+ community members and visible minorities.



Q+P offsite session with Elder Chris Stock

Indigenous Reconciliation

Q+P is committed to upholding our responsibility as part of the Truth and Reconciliation Commission's Call to Action 92.

In FY2025, our team worked to better understand Indigenous histories, cultures and perspectives, and how the lasting impacts of residential schools and ongoing inequities continue to be felt in Indigenous communities across Canada.

The key steps we took this year included:

- + Facilitated a team-wide training session hosted by [NVision Insight Group](#) on Indigenous Engagement and the Path Forward in Truth and Reconciliation
- + Completed select modules of the Indigenous Canada course created by the University of Alberta's Faculty of Native Studies
- + Donated to three Indigenous foundations
 - Indspire (CAD 1,500)
 - First Nations Child and Family and Caring Society (CAD 750)
 - True North Aid (CAD 750)
- + Hosted [Elder Chris Stock](#), a fifth-generation member of Wahta Mohawk Territory, to share his knowledge of Indigenous culture, history and languages at our Muskoka offsite

Introducing a New Award for Indigenous Women in Sustainable Business

Q+P is honoured to partner with the [Alphonsine Lafond Fund for Innovation](#) to co-create the Alphonsine Lafond and Q+P Award for Indigenous Women in Sustainable Business to do our part in removing barriers to economic participation. The award is in memory of Chief Alphonsine Lafond (1926 – 2000) of Muskeg Lake Cree Nation. Alphonsine was elected as Chief in 1960, Saskatchewan Justice of the Peace in 1975 and was the first Indigenous person to be elected as a provincial school board trustee representing a First Nation. The award is open to First Nations, Inuit or Métis students of Canada who are women in the Bachelor of Commerce program at the University of British Columbia's Sauder School of Business in Vancouver.

This award opened for its inaugural applications in Fall 2025. For more information, please visit the UBC Sauder scholarships [website](#).





Community Involvement

Our Community Committee plans employee engagement and community service activities that:

- + Contribute to the health of our local environment
- + Financially support causes meaningful to our team
- + Contribute to the socio-economic advancement of disadvantaged or underrepresented groups within our communities
- + Align with our Equity, Diversity and Inclusion (EDI) Policy and EDI Considerations for Charitable Support
- + Foster team collaboration and camaraderie

Select FY2025 Community Initiatives:

- + Donated over CAD 68,000 to charities
- + Participated in WWF CN Tower + BC Place Climb for Nature and raised over CAD 6,000
- + Raised CAD 43,000 for Ride to Conquer Cancer, making our total donations since 2023 encompass over CAD 100,000
- + Raised over CAD 9,000 for Movember
- + Shared 40+ gifts in the Toy Mountain holiday toy drive
- + Volunteered 30 hours to support Water Rangers’ community water sampling at Etienne Brule Park
- + Provided school supplies for a Q+P team member’s elementary education program

Q+P matches employee donations, as codified in our Donation Matching Policy. We also provide one paid day per year for each employee to support an organization whose purpose they are passionate about.

Pay Equity Data Disclosure

As a female-founded company, we are proud that 60% of our Leadership Team members are women and that our powerhouse team is also stacked with bright, talented, ambitious women. We want everyone who identifies as a woman considering a career with Q+P to be assured of our commitment to equitable treatment and non-discrimination, and the data is there to prove it.

| Role | (Women:Men) |
|-----------------|-------------|
| Analyst | 0.98:1.00 |
| Senior Analyst | 1.05:1.00 |
| Consultant | 0.98:1.00 |
| Manager | 0.97:1.00 |
| Senior Manager | 0.96:1.00 |
| Director | 1.09:1.00 |
| Leadership Team | 1.06:1.00 |

Note: Variations are attributed to mid-year promotions and compensation adjustments for longer tenure within the same role

Reference: [Gender Pay Gap in Canada | Canadian Women’s Foundation](#)

Looking Ahead

In FY2026, we plan to advance several initiatives to support our team, including:

- + Further formalize our promotion process and communicate it to our team
- + Expand our Vancouver and Montreal offices
- + Invest in consulting and non-consulting talent
- + Seek opportunities to embed EDI-informed practices into our services and advice
- + Expand catered lunches from diverse suppliers
- + Enhance training programs to support team success, focusing on onboarding and leadership development
- + Continue to walk the talk when it comes to build our own operational practices

Our Company

We strive to manage Q+P expertly by driving sustainability across the business. This means implementing leading practices into our operations and pursuing third-party certifications.

Good Governance

Leadership Team

Our Leadership Team is responsible for firm strategy and management. In FY2025, the team made progress on our strategy by formalizing our high-performance norms, refining career development pathways and executing on priorities established through our dedicated practice areas. In these practices, we incubate and launch new services that contributed to flagship projects, helping us advance industry practices. We also continued to enhance our internal processes and tools, such as developing an internal data lake house, empowering our team to leverage internal data to generate decision-useful dashboards and monitoring tools.



Francisca Quinn
President + Founder



Tony Pringle
CEO + Co-Founder



Emily Partington
Managing Director



Luke Westfall
Managing Director



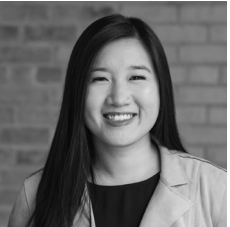
Rosalie Vendette
Director

Corporate Support Team

Our work is supported by a dedicated team of professionals who are responsible for our smooth operations and enabling our success.



Liberty Cruz
Head of Finance +
Administration



Vanessa Ho
People + Culture Business
Partner



Alicia Rasmussen
Pursuit + Communication
Specialist



Helen Brennek
Staffing Support



Adrien Roy
Operations Support

Employee Shareholders

At the end of FY2025, we had 17 employee shareholders, which made up of 35% of the organization. Shareholders receive a financial update and statements from an independent chartered accountant firm and participate in our Annual General Meeting.

Recognition

Q+P is proud to be a certified B Corporation® since 2014. As per our most recent recertification, our score is 135.2, placing us among the highest scoring B Corps globally.

We are thrilled to be recognized as a certified Great Place to Work™ in Canada for the fourth consecutive year.

Q+P was also recognized by The Globe and Mail as one of [Canada's Top Growing Companies](#) for the fifth year in a row and included in Report on Business magazine's inaugural list of [Canada's Top Growing Women-Led Companies](#). This ranking celebrates businesses led by women that have achieved exceptional revenue growth, highlighting the impact of women founders and leaders in shaping the future of Canadian business.

Corporate Knights 30 under 30 Recipient – Savannah Sarosiak-Larter

In November 2024, Savannah Sarosiak-Larter, Senior Manager, was recognized as one of Corporate Knights' 30 Under 30 Sustainability Leaders in Canada.

Savannah is a rising leader at our firm, where she blends her engineering background and climate change expertise to help investors and companies decarbonize and enhance their social impact. Her leadership has shaped sustainability initiatives in over ten countries and directly contributed to reducing emissions across thousands of assets.





Prince Arthur Avenue Heritage Retrofit



Our Spaces

Q+P is a proudly Canadian firm with offices in three of the country’s largest cities. We encourage all our team members to explore each of our offices with flexible working arrangements and inter-office mobility.

Toronto

- + Our head office, which over half of our employees call home

Vancouver

- + Moving offices in September 2025 to a new Yaletown location to accommodate a growing team

Montréal

- + Located in Downtown Montréal

Coming Soon: Prince Arthur Avenue Heritage Retrofit

Q+P’s Toronto head office will be moving to our new net-zero office in the fall of 2026.

This heritage building in mid-town Toronto is currently undergoing a substantial redevelopment and retrofit to incorporate passive-building design, mass-timber extension, climate resilience and electrification. It is fully accessible.

It is one of the few commercial buildings in Toronto that is designed to meet the Toronto Green Building Standard Level 3.

The project was invited to participate in the Toronto District 2030 Zero Carbon Buildings Accelerator Program.

In addition to its environmental design, it also incorporates spaces and functionality to promote occupant health and well being.

This project will be a living lab for the Q+P team as well as all visitors and contributors to learn from and interact with.

Environmental Management

Q+P is dedicated to reducing our environmental impact across our operations. Each year we measure our environmental performance to assess year-over-year trends and identify opportunities to improve. We separate collection for organics and recycling streams at all our offices and at our Toronto office we also collect e-waste and mixed office stationery, which is recycled through Terracycle.

Greenhouse Gas Emissions

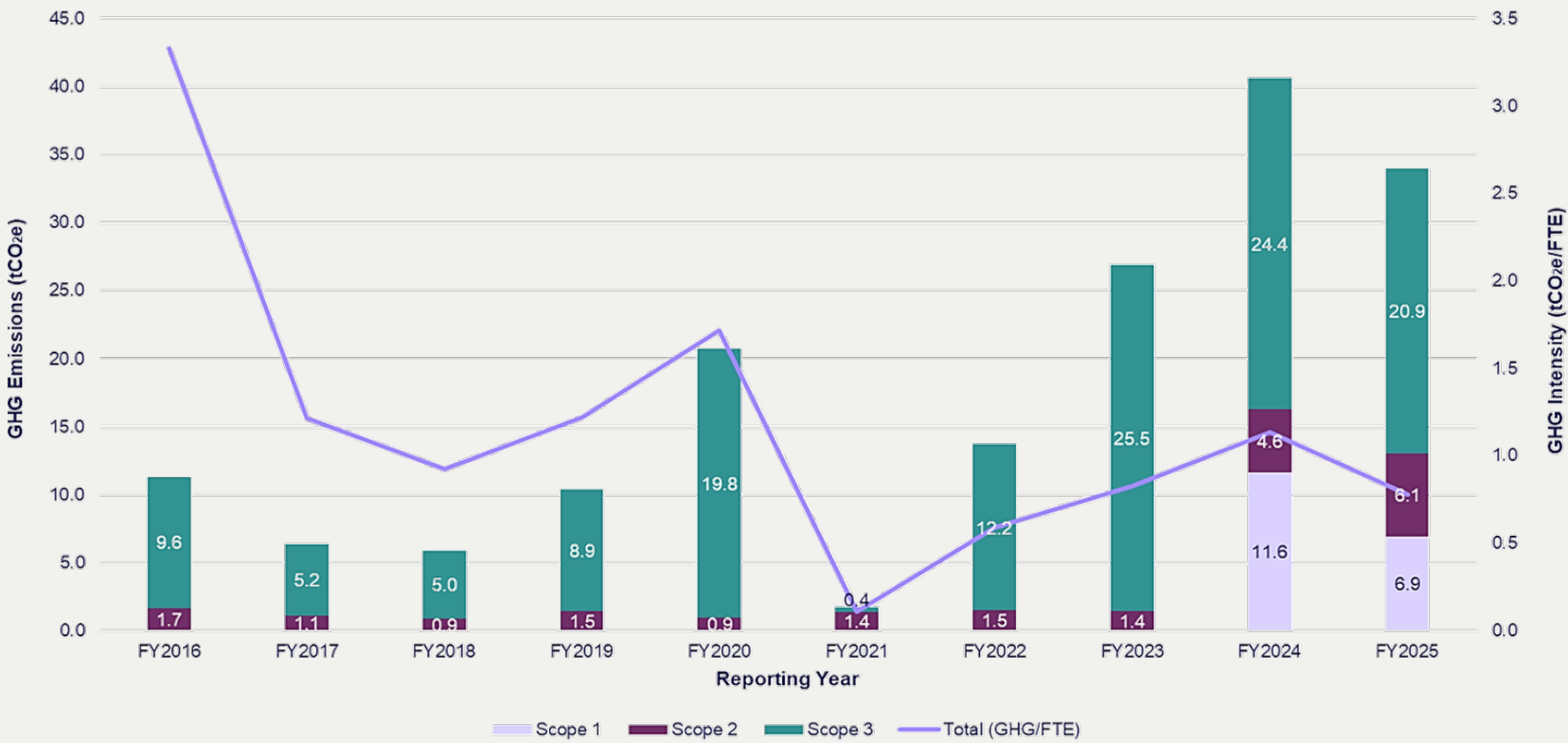
Our GHG emissions decreased from 40.7 tCO₂e to 34.0 tCO₂e due to a moderate reduction in natural gas use in our head office and a substantial decrease in employee business travel.

For more information on our environmental footprint, please see the data tables in the Appendix.

Our Offsets

Since FY2020, Q+P has purchased high-quality carbon credits from [Ostrom Climate](#) to offset our entire operating emissions footprint. For FY2025, we sourced our offsets from the [Great Bear Forest Carbon Project](#), which protects forests previously designated for commercial logging. This initiative is the only Improved Forest Management Project of its scale operated in equal partnership between First Nations and the Provincial Government, on Traditional Territory with unextinguished Aboriginal Rights and Title. This project is certified under the BC Forest Carbon Offset Protocol (FCOP) and registered with the BC Carbon Registry.

2025 Greenhouse Gas Emission Performance



Note: In FY2024, we moved to a new head office which consumes natural gas for heating. Prior to this, all office heating was electric.

Data Security

We use Microsoft Exchange cloud-based servers that provide security, business continuity and resilience features. In addition, we implement practices, such as two-factor authentication and our managed detection response to keep our data safe. To enable us to stay up to date with ever-evolving standards and expectations, we use an external IT service provider. They provide additional layers of security and protection as part of their services.

IT protection requirements are laid out in the Employee Responsibilities section of our Employee Handbook. Our IT services partner provides cybersecurity awareness training and monitors our hardware and cloud services for external threats.

Management Policies

Our policies, procedures and employee programs aim to promote best practices and encourage sustainable choices within and outside our company. They are outlined in our Employee Handbook, which all employees review and sign-off on annually.

As we aspire to build the next generation of leaders, we encourage our employees to have great character and expect all team members to act ethically, respect confidentiality and be accountable for what we do.

New policies that were introduced as part of our FY2025 updates include:

- + Additional Unpaid Time Off Program
- + Accessibility Action Plan
- + Flexible Work Arrangements
- + Remote Work

Sustainable Procurement

In FY2023, we launched our Sustainable Procurement Policy to improve sustainability practices in our supply chain and align spending with our corporate values. In FY2025, we conducted our supplier survey to better understand the practices and impacts of our partners and vendors. Our key findings from this survey were:

- + Response rate increased from 29% in FY2023 to 50% in FY2025
- + 54% of responding suppliers were majority-owned by either women, 2SLGBTQI+ community members or visible minorities
- + 6% of responding suppliers have an ESG policy and/or a sustainable procurement policy
- + 36% of total spend is allocated to local suppliers

Weekly lunches at the Toronto office are catered by local and equity-deserving owned caterers



Comprehensive Health Coverage

We take care to ensure that our team and their families can receive the care and supports they need to live a happy and healthy life. In response to our team's feedback, in FY2025 we expanded our group benefits plan to include:

- + Increased paramedical allowances
- + Addition of health care spending account
- + Increased mental health practitioner allowance

Looking Ahead

In FY2026, we plan to undertake several actions to improve our practices:

- + Define our corporate purpose
- + Continue to encourage and strengthen healthy practices with team members through weekly meditation sessions, team lunches and a variety of team socials
- + Continued focus on training and development
- + Benchmark salary and benefits
- + Provide additional vacation allotment based on firm tenure
- + Refresh our corporate strategy
- + Enhance our operations management systems
- + Continue piloting AI solutions and train team on AI fluency



Our Work

We have assisted clients in establishing and surpassing ambitious performance goals while integrating sustainability into their core business strategies for over a decade.

Our unwavering commitment to delivering high-quality work has earned us a client repurchase rate of 89%.

Client Case Studies

Sustainability Strategy for an International Film Festival

We partnered with an international film festival to develop a strategy that embedded sustainability across a new content market, the annual festival and year-round operations. The sustainability strategy and roadmap also formalized governance structures, partnership guidelines, tracking and reporting mechanisms, and introduced sustainable experiences for the festival’s visitors.

Global Responsible Investing Landscape Study for a Pension Plan

We supported a leading pension plan to conduct a global landscape review of responsible investing (RI) best practices to inform a multi-year strategy. The study examined over a dozen leading global pension funds, pension managers and endowments and identified emerging focus areas, priorities and strategies for maximizing value for beneficiaries.

Climate Action Forum with Major Tenants and Retailers

We supported a client to convene a climate action forum which brought together retail landlords and tenants to address shared decarbonization challenges. Participants co-developed actionable solutions to inform the development of a climate action roadmap, which outlines priority steps for landlords and tenants to accelerate progress toward net-zero.

Climate Scenario Analysis for a Canadian REIT

We worked with the senior leadership team of a major Canadian REIT to conduct a climate scenario analysis. After identifying relevant climate risks and opportunities, we assessed how their significance would change in different climate scenarios and what the implications would be for the business. This enabled them to align on where to focus mitigation and adaptation efforts as they prepare for the effects of climate change.

Market Influence

Our team participates in various industry events to share our insights and advance standards and frameworks. In FY2025, our team was invited to share their expertise with fellow practitioners at nearly two dozen conferences. We also contributed to industry working groups and consultations organized by the Canadian Sustainability Standards Board (CSSB), the Partnership for Carbon Accounting Financials (PCAF) and the Science Based Targets Initiative (SBTi), amongst others.

Insights

In FY2025 we released Five Minute Briefs to share our firm’s research-backed insights on emerging sustainability topics:

[Introducing Canada’s New Sustainable Finance Taxonomy](#)



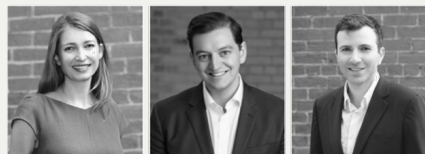
[Q+P’s 2025 Outlook](#)



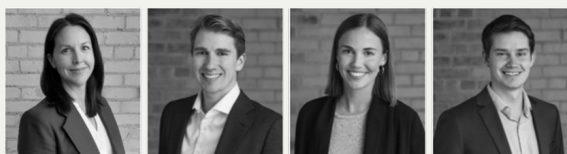
[Navigating Sustainability in the Age of Uncertainty](#)



[Effective Climate Governance](#)



[Sustainability Reporting Trends in the Canadian Real Estate Market](#)



Looking Ahead

In FY2026, we plan to:

- + Participate in flagship conferences
- + Offer new and enhanced services, including for board directors and portfolio companies
- + Pilot the use of AI and digital platforms in innovative service delivery
- + Support our clients to meet emerging regulations in various jurisdictions
- + Contribute thought leadership and be a trusted voice in the market
- + Host industry events in our offices to convene like-minded industry leaders



About This Report

Publication date: October 2025

Q+P’s 2025 Sustainability Report describes our activities and performance for the 2025 fiscal year (FY2025: April 1, 2024 – March 31, 2025), unless otherwise noted.

Reporting Frameworks

This report contains disclosures recommended in the Professional and Commercial Services Standard (version 2023-12) developed by the Sustainability Accounting Standards Board (SASB). For more details, refer to the SASB Content Index.

Get in Touch

We welcome feedback on our report and initiatives. Please email info@quinnandpartners.com.

Data Quality

The operational greenhouse gas (GHG) emissions data was quantified using the Greenhouse Gas Protocol Corporate Standard and in alignment with the ISO 14064-1:2018 Standard. The data underwent independent internal review and has not been independently verified.

SASB Content Index

SASB Content Index

We use the Professional and Commercial Services Standard (version 2023-12) to focus our reporting on what matters most.

| Topic | Metric | Unit | Location | Code |
|------------------------------------|---|--------------------|--|--------------|
| Data security | Description of approach to identifying and addressing data security risks | N/A | Our Company - P. 21 | SV-PS-230a.1 |
| | Description of policies and practices relating to collection, usage and retention of customer information | N/A | Our Company - P. 21 | SV-PS-230a.2 |
| | (1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected | Number, percentage | 0, 0% | SV-PS-230a.3 |
| Workforce diversity and engagement | Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees | Percentage | Data Tables - P. 35 | SV-PS-330a.1 |
| | (1) Voluntary and (2) involuntary turnover rate for employees | Rate | Data Tables - P. 35 | SV-PS-330a.2 |
| | Employee engagement as a percentage | Percentage | Data Tables - P. 35 Our Team - P.15 | SV-PS-330a.3 |
| Professional integrity | Description of approach to ensuring professional integrity | N/A | Our Company - P. 21 | SV-PS-510a.1 |
| | Total amount of monetary losses as a result of legal proceedings associated with professional integrity | Currency | CAD 0 | SV-PS-510a.2 |

| Activity Metric | Unit | Location | Code |
|--|--------|------------------------|-------------|
| Number of employees by: (1) Full-time and part-time, (2) temporary, and (3) contract | Number | <u>Our Team</u> - P. 8 | SV-PS-000.A |
| Employee hours worked, percentage billable | N/A | Not disclosed | SV-PS-000.B |

Data

Team Development

| Metric | Value |
|-------------------------------|-------|
| Training Hours | 2,500 |
| New Hires | 10 |
| Employees Promoted | 21% |
| Voluntary Turnover Rate | 5.1% |
| Involuntary Turnover Rate | 0% |
| Percent Employee Shareholders | 35% |

Equity, Diversity and Inclusion

(as of March 31, 2025)

| Metric | Value |
|------------------------------------|--|
| Gender Diversity – Employees | Male: 40% Female: 58% Gender Fluid: 2% |
| Gender Diversity – Leadership Team | Male: 40% Female: 60% |
| Age Diversity – Employees | 18-24: 10% 25-34: 56% 35-44: 25% 45-54: 4% 55-64: 4% 65+: 0% |
| Sexual Orientation - Employees | Identify with 2SLGBTQIA+ orientations: 8% |
| Ethnic Diversity – Employees | East Asian, South East Asian, or Pacific Islander: 4% European: 71% South Asian: 17% Middle Eastern: 2% Indo-Caribbean: 2% Multiple Ethnicities/Other: 4% |

Environmental Data

| Metric | Value |
|--|-----------------------------|
| Energy consumption | 175,272 ekWh |
| Energy intensity | 22.4 ekWh/sf |
| Percentage change from previous FY | -16% |
| Waste diversion from landfill | 82% |
| GHG emissions | |
| Scope 1 - office (natural gas) | 6.93 tCO ₂ e |
| Scope 2 – office (electricity) | 6.12 tCO ₂ |
| Scope 3 – employee commute | 9.57 tCO ₂ e |
| Scope 3 – corporate travel | 11.34 tCO ₂ e |
| GHG emissions – total (scope 1, 2 & 3) | 33.96 tCO ₂ e |
| GHG emissions per FTE | 0.78 tCO ₂ e/FTE |

Social Data

| Metric | Value |
|--------------------------|-------------|
| Charitable contributions | CAD 68,000 |
| Volunteer hours | 90 Hours |
| Employee satisfaction | 90% |
| Local supplier spend | CAD 868,400 |
| Female supplier spend | CAD 143,800 |
| Pro-bono work hours | 34 |



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