Quinn+Partners

2026 SUSTAINABILITY REPORT

QUINNANDPARTNERS.COM

Contents

Leadership Message

Tony Pringle + Francisa Quinn

At Quinn+Partners (Q+P), our purpose is to empower business to realize a sustainable future.

This purpose guides our work as we help organizations navigate a period of significant change. Businesses today are operating in an environment shaped by economic and geopolitical volatility, technological disruption, evolving regulations, shifting stakeholder expectations and the growing impacts of climate change. Over the past year, we have continued to provide clients with trusted advice to discern what matters and to catalyze action that advances sustainability, strengthens resilience and bolsters long-term competitive success.

Against this backdrop, we have renewed our corporate strategy to strengthen our leadership, help our clients succeed in uncertain times and achieve positive impact. The strategy is grounded in our purpose and builds on more than a decade of growth. It reinforces the strengths that have always defined Q+P, including our people-first culture, deep technical expertise, business acumen, and a commitment to value creation and trusted advice. This positions us to adapt, innovate and lead in an increasingly dynamic environment.

While the landscape continues to evolve, we remain confident that the long-term direction is clear. Organizations that recognize the realities of climate change and embed sustainable business practices today will be better positioned to thrive tomorrow. We remain committed to empowering organizations to navigate change with clarity on the path to a sustainable future.

In this report, we share the progress we have made over the past year across our team, company and client work, and outline how we are continuing to advance our purpose in practice.

Sincerely,

Francisca Quinn
President + Co-Founder

Tony Pringle
CEO + Co-Founder

Top Highlights

86%

employee satisfaction score

19%

employees promoted

94%

employee retention rate

USD 3 tn

global client portfolio

88%

client repurchase rate

4

continents represented in our client portfolio

42%

employee shareholders

2,400 hrs

dedicated to team training

Waterstone CANADA'S MOST ADMIRED CORPORATE CULTURES 2025

Certified B Corporation

Great Place To Work. Certified AUG 2025-AUG 2026 CANADA

About Q+P

Quinn+Partners 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 purpose is to empower business to realize a sustainable future.

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

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 in embedding 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 in achieving net-zero and building resilient investment portfolios.

Q+P Impact

We work with a variety of institutional investor clients looking to create positive 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.

Q+P Team as of January 2026

Team Profile (as of March 31, 2026)

Total full-time employees	43
Total part-time employees	5
Employee shareholders	42%
Offices (Vancouver, Toronto, Montreal)	3

“My summer term at Q+P was an incredibly rewarding experience. I had the opportunity to contribute to meaningful projects, collaborate with real clients, and learn about the different services offered by Q+P. Along the way, I developed practical technical skills and expanded my expertise in climate and sustainability, allowing me to apply and build upon the concepts learned through my Master's degree. Above all, I was fortunate to work alongside a talented and supportive team whose mentorship and dedication made the experience both enjoyable and impactful."

– Jake Sajko, Consultant, MSc. (University of Toronto Class of 2026)

Q+P on Campus

We participate in academic initiatives to share our knowledge, inspire emerging talent to join our team and build meaningful careers. 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 invites students to join the firm for a 14-week internship. In this role, students develop core consulting skills, support the team on client work and internal initiatives, and collaborate with experienced peers to address a variety of sustainability challenges.

For more information on opportunities to join Q+P, please stay up to date on our careers page.

Our Academic Involvement

- Concordia University – John Molson Sustainable Enterprise Committee (JSEC) mentorship program + guest lecture
- Concordia University – JSEC Sustainable Finance Conference
- HEC Montréal – Careers in Sustainable Development Networking Event
- McMaster University – Integrated Business and Humanities Sustainability Strategy Program
- Polytechnique Montréal – Comité de Consultation en Gestion de Polytechnique (CCGP) Business Week
- University of British Columbia – Career Centre Sustainability Panel
- University of British Columbia – Centre for Climate and Business Solutions BMO SME Climate Clinic
- University of Guelph – Sustainable Real Estate Guest Lecture
- University of St. Michael’s College – Climate Scenario Analysis + Net Zero Target Setting Guest Lecture
- University of Toronto - MSc Sustainability Management Case Interview Workshop + Networking Day

Team Development

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

In FY2026, we updated our training program to enhance how we invest in upskilling, training and professional development. This allows us to invest more intentionally in team development, build priority technical and leadership capabilities, and align training investments with business needs.

We also curate various knowledge-sharing opportunities, such as Lunch+Learns, subject matter expert sessions and alumni speaker events, focused on evolving market trends and client needs to strengthen firm-wide capabilities, foster a culture of continuous learning and connect the team with diverse perspectives from leaders across industries and career paths.

Lastly, we celebrate our successes both internally, through individual and team-wide recognition, and externally, through LinkedIn posts and publications.

New hires	2
Hours dedicated to team training	2,400
Total spend on team training	CAD 106,000[1]
Promotions	19%

[1] Training spend includes courses, conferences and trainer fees as well as travel and accommodation expenses associated with attending trainings and conferences.


Q+P Potluck

Feature

Career Journeys at Q+P

Why did you choose to join Q+P?

Growing up in the Philippines made me aware from a young age of how important sustainability is. That stayed with me through university and shaped the kind of work I wanted to do. Consulting also appealed to me because of the variety, the learning and the chance to work across different industries. I had heard great things about Q+P, but the people really made the choice easy. Everyone I spoke with was welcoming and generous with their time. I quickly got the sense that this was a place where I could learn from people with deep expertise while still taking on meaningful work early on.

What made your transition from student to working professional successful?

Curiosity was one of the biggest things that helped me make the transition successfully. I have always been someone who asks a lot of questions, and at Q+P that was encouraged. Asking questions helped me learn quickly and make the most of the expertise around me. It also made me more coachable because I was comfortable asking for clarification, understanding the reasoning behind feedback and then applying it to my work. Over time, that helped me build both my knowledge and confidence.

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

The people, without question. I work with smart, caring colleagues who share similar values and genuinely want to see each other succeed. That sense of connection also extends beyond the team to the broader community I get to be part of through Q+P. Being based in Montreal feels especially meaningful because the city has such a strong sustainability community, with many organizations, clients and people shaping these conversations based here or closely connected to it. I also really value being able to work in both English and French, which makes me feel even more connected to Montreal and the community around our work.

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

I am most excited to keep taking on more responsibility and being involved in new types of work. Sustainability keeps evolving, so there is always something new to learn and a new challenge to think through. What I find especially motivating is seeing the impact from my earlier projects and watching my recommendations turn into action. That is one of the reasons I wanted to work in this field in the first place, and I am excited to keep finding new ways to contribute through future projects and client engagements.

Johanna Beck, B.Com. – Senior Analyst at Q+P

Q+P Roles
Analyst
Senior Analyst
Consultant
Manager
Senior Manager
Director
Managing Director

Employee Wellbeing

We want everyone to bring their best self to work, and we are dedicated to supporting the team in developing healthy habits. To encourage work-life balance and support our team members through all phases of life, we offer initiatives for greater flexibility, such as additional unpaid time off, along with 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 our team to recharge and get outside.

Wellbeing Initiatives

+ Flexible summer Fridays
+ Parental leave up to 13 weeks for new parents
+ Elevate You Leave program – allowing for up to one-year sabbaticals for qualifying team members
+ Remote work arrangements for up to two weeks in authorized countries
+ Transit/fitness allowance for all employees
+ Part-time work arrangements
+ Inter-office mobility
+ Healthy snacks available at all offices

Q+P Offsite

"After spending my first year at Quinn+Partners in the Toronto office, I decided to relocate home to Vancouver, and the transition was genuinely seamless. I am very grateful for the opportunity to rediscover the place where I grew up while continuing to grow with Q+P. I continue to take advantage of inter-office mobility, frequently returning to Toronto to visit my friends and colleagues there!"

– Maggie Tuer, Senior Analyst

Committees

Our committees foster an inclusive 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 the Princess Margaret Ride to Conquer Cancer, developing support kits for refugees and new immigrants with Montreal's Welcome Collective and the WWF (World Wildlife Fund) CN Tower Climb.


Q+P Social Committee


Q+P Community Committee


Q+P EDI Committee

Feature

Career Journeys at Q+P

How have you grown during your time at Q+P?

Since joining Q+P in 2020, I have grown tremendously. Over the past several years, I've had opportunities to work on leading sustainability projects, advise boards and executives, develop strategies and disclosures, and leverage my CPA background to bring rigour and credibility to sustainability methodologies and risk management processes, further strengthened through achieving Level I of the FSA Credential.

On a personal level, taking a planned one-year career break in 2025 allowed me to pause, reflect and spend more time with my family and friends. I'm incredibly grateful to work at a firm that values and supports this balance.

What aspects of Q+P have remained most meaningful to you as it has evolved?

Even though Q+P has more than doubled to nearly 50 people and expanded to other locations across Canada, we have intentionally preserved and deepened our caring culture. Our culture builds trust, encourages collaboration, drives innovation and pushes us to deliver our best work to our clients. In particular, the firm's commitment to healthy habits is very meaningful to me. Whether through flexible work arrangements, additional unpaid time off or healthy snacks in the office, we are encouraged to make healthy lifestyle choices, which I believe directly supports people to do their best work.

Looking ahead, what are you most excited about at Q+P and your role within the firm?

In my expanded role as Consulting Operations Manager, I'm responsible for leading and coordinating Q+P's new training approach and ensuring there is a consistent link between firm strategy, team capabilities and individual growth objectives. As the sustainability landscape matures and our clients' needs evolve into complex areas like climate risk, financial integration and advanced data systems, we need to stay ahead of the curve. This means having the right technical skills and expertise to support our clients. What excites me most for the future is helping our team build technical fluency and earn recognized industry credentials. By investing in our team's development, we ensure Q+P remains at the forefront of the market and continues to deliver innovative, impactful work that drives long-term value for our clients.

Sarah Whyte, CPA, CA – Director, Consulting Manager at Q+P

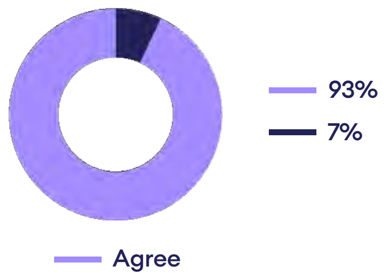
Q+P Roles

- *Joined as a* Director
- Managing Director

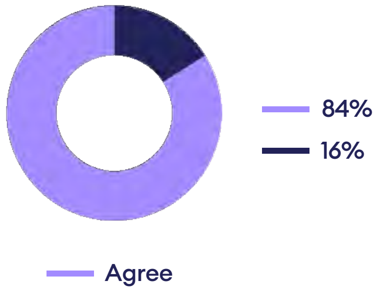
Employee Experience

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

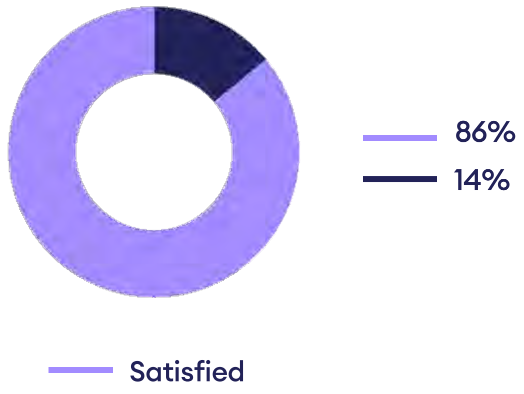
I am developing professional skills and experience that will help me in my career



The Company genuinely seeks and responds to suggestions and ideas



Overall employee satisfaction score



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

+ "Working with smart, motivated people on projects that are having an impact on the environment and climate change."
+ "I am constantly gaining new skills and feel like I am progressing in my role. The people are also very kind, smart and supportive."
+ "The firm also does a great job of creating opportunities for people across the organization. I feel comfortable speaking with leadership and my PMs about opportunities and areas where I want to improve, and they make a real effort to support that growth."

"As a new member of the Social Committee, I've gained a deeper appreciation for the importance of creating opportunities for colleagues to connect beyond their day-to-day work. It has been especially rewarding to see people come together, build relationships and strengthen connections across the team. These meaningful connections outside of work can positively shape the way we collaborate and succeed together at work."

– Vishal Lakshman – Senior Analyst + Member, 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?

Q+P gave me many proud moments; however, two specific instances come to mind. I was part of Q+P's initial EDI conversations to foster an inclusive workplace. While from a technical perspective, being a core team member for building an agriculture-focused GHG tool challenged me to take complex requirements and translate them into a practical resource.

Can you briefly describe your current role?

As Associate Director-Technical, ESG Strategy at CodeGreen in NYC, I lead and direct the technical aspects of many of our clients' sustainability, responsible investment, and ESG initiatives. I also focus on building relationships with clients, building team capacity, and ensuring we stay ahead of emerging national and international industry trends.

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

Q+P helped me focus on the problem-solving aspect of sustainability consulting. No two challenges faced by clients were the same, and as a team we would thoughtfully respond to each client differently based on the circumstances. I developed strong attention to detail from key mentors and gained skills to understand broader business context behind every ask. This has been instrumental to my career progression, as I am able to connect at the level my clients need me to support them.

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.

At Q+P, we integrate equity, diversity and inclusion (EDI) as a lens for how we build our culture, shape our advice and deliver our services. This informs how we work as a team, engage with our communities and support our clients. Each of us has a role to play in continuing this progress individually and as a firm.

Our Approach:

+ 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

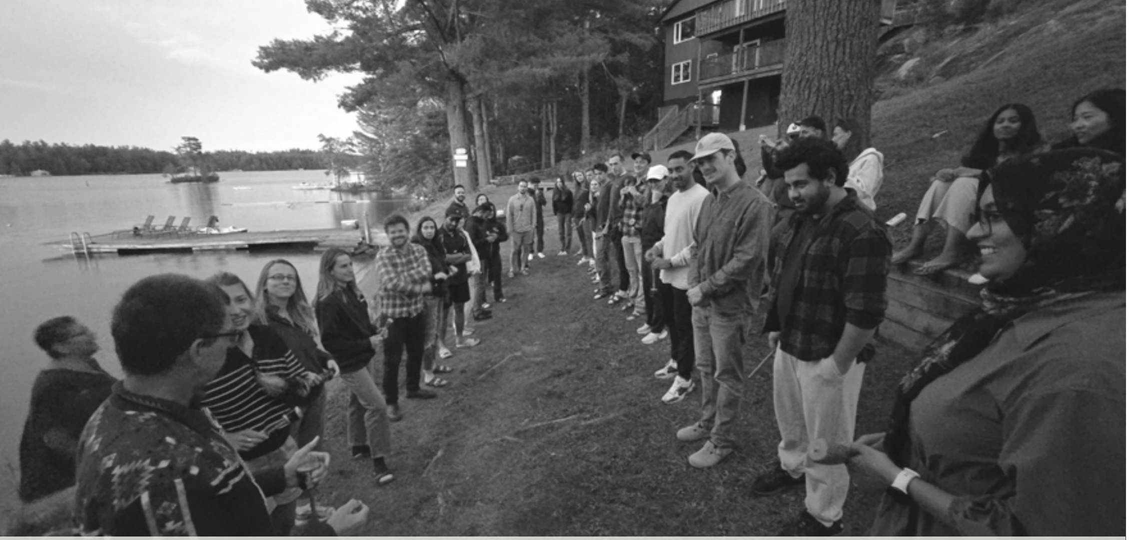
Select FY2026 EDI Initiatives Included:

+ Dedicating over 150 hours to firm-wide EDI and Accessibility training
+ Provided educational resources on monthly EDI themes – such as multiculturalism, Pride, accessibility and mental health – at firm-wide meetings
+ Contributed to three Q+P Insights posts on Pay Equity and Affordable Housing
+ Integrated an EDI lens to firm-wide socials, events, volunteering initiatives and company communications and surveys

Employee Survey Results:

+ 86% agree: "Q+P is committed to diversity and equity"
+ 100% agree: "I would describe Q+P's culture as inclusive"
+ 88% agree: "Perspectives like mine are included in Quinn+Partners' company decision making"

Q+P Offsite



Q+P Offsite Session with Elder Chris Stock

Alphonsine Lafond and Q+P Award for Indigenous Women in Sustainable Business

Q+P was honoured to partner with the Alphonsine Lafond Fund for Innovation to present the inaugural Alphonsine Lafond and Q+P Award for Indigenous Women in Sustainable Business to its first recipient in Fall 2025.

The award honours the legacy of Chief Alphonsine Lafond (1926 – 2000) of Muskeg Lake Cree Nation. Elected Chief in 1960, she later served as a Saskatchewan Justice of the Peace and, in 1975, was the first Indigenous person elected as a provincial school board trustee representing a First Nation. Together, we have committed to providing this award for five years and will open it again this fall to First Nations, Inuit and Métis women enrolled in the Bachelor of Commerce program at the University of British Columbia's Sauder School of Business in Vancouver. Recipients must also demonstrate an interest in environmentally and/or socially responsible business practices. For more information, please visit the UBC Sauder scholarships website.

Our goal with this award is to remove barriers for young Indigenous women as they launch their careers. To supplement the award, Q+P readily offers career advice, interviewing practice and networking opportunities, where desired. In the future, we hope to collaborate with new partners to expand the award to new students and schools and explore how we can continue to support Indigenous students in other ways as they embark on their careers.

Indigenous Reconciliation

Quinn+Partners remains committed to upholding our responsibility, as outlined in Call to Action 92 of the Truth and Reconciliation Commission of Canada's final report, to integrate the principles of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) to decolonize our corporate practices and support reconciliation in the corporate sector.

In FY2026, Q+P took practical steps to reflect on our practices, learn and act in ways that advance reconciliation. Over the past year, our team has worked to continue our education on 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:

+ Built on last year's foundations and completed an additional four modules of the Indigenous Canada course created by the University of Alberta's Faculty of Native Studies
+ Contributed to a Q+P Insight Post for National Day for Truth and Reconciliation
+ Included reconciliation as a focus area in our three-year corporate strategy and annual EDI action plan
+ Donated to four Indigenous foundations
  - Moosehide Campaign
  - First Nations Child and Family Caring Society
  - Clan Mothers Healing Village and Knowledge Centre
  - Indspire
+ Re-invited Elder Chris Stock, a fifth-generation member of Wahta Mohawk Territory, to our annual team offsite, where he shared traditional stories about environmental relationships, stewardship and his deep connection to the land we were visiting

Q+P at WWF Climb for Nature

Community Involvement

As part of charitable giving, Q+P matches employee donations, as codified in our Donation Matching Policy. For community service initiatives, we also provide one paid day per year for each employee to support an organization whose purpose they are passionate about.

Our Community Committee plans community service and charitable giving 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 FY2026 Community Service Initiatives:

+ Contributed 105 employee volunteer hours to community service initiatives
+ Prepared kits with essential household items for refugees and new immigrants in Montreal with the Welcome Collective
+ Assembled furniture for the Young Women Christian Association (YWCA) to support community programming and housing initiatives
+ Collected toys for McMaster Children's Hospital's Halloween Drive
+ Organized a team-wide blood donation drive at Canadian Blood Services

Select FY2026 Charitable Giving Initiatives:

+ Raised and contributed over CAD 71,000 across company and individual employee fundraising
+ Participated in WWF CN Tower Climb for Nature and raised over CAD 4,000
+ Raised CAD 43,000 for Ride to Conquer Cancer, making our total donations since 2023 encompass over CAD 140,000
+ Raised and contributed over CAD 11,000 as part of the Q+P holiday giving campaign

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 and is considering a career with Q+P to be confident in our commitment to equitable treatment and non-discrimination, and the data is there to prove it.

Role	(Women:Men)
Analyst	0.97:1.00
Senior Analyst	1.05:1.00
Consultant	0.99:1.00
Manager	1.00:1.00
Senior Manager	1.03:1.00
Director	1.03:1.00
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 FY2027, we plan to advance several initiatives to support our team, including:

- Refresh the offsite to better support team building and meaningful connection
- Use the office move as a catalyst to strengthen culture, reinforce collaboration and norms, and thoughtfully evolve how we work together
- Reinforce norms that encourage intellectual curiosity and courage, while destigmatizing failure
- Strengthen our approach to vacation planning to support employee well-being and the regular use of time off
- Review and enhance our performance management, incentives and recognition programs to ensure team members feel valued and rewarded for their contributions
- Source opportunities for team members to take on leadership positions in industry groups
- Develop a skills matrix to better match team members' skills, interests and development objectives with project opportunities
- Enhance our staffing processes to balance workloads sustainably
- Begin the process of developing an Indigenous Truth and Reconciliation Action Plan

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 FY2026, the team focused on formalizing our corporate purpose, updating our strategy and embedding our high-performance norms into our culture and work. This included redesigning our approach to service innovation and excellence to drive our competitiveness and refining career development pathways to support our team's growth and development. Finally, we continued to enhance our internal processes and tools that empower our team with decision-useful analytics, 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

Eunho Baek
Finance + Accounting Associate

Vanessa Ho
People + Culture Business Partner

Alicia Rasmussen
Pursuit + Communication Specialist

Sarah Whyte
Director, Consulting Manager

Adrien Roy
Operations Support

Aryan Munshi
Business Systems + Automation Analyst

Employee Shareholders

At the end of FY2026, we had 20 employee shareholders, which made up 42% of the organization. Shareholders receive a financial update and statements from an independent chartered accountant firm and participate in our Annual General Meeting.

Supervisor of the Year

The DeGroote Co-op Awards celebrate individuals and organizations who make a lasting impact on MBA co-op students through meaningful, work-integrated learning experiences. Aryan Munshi, Business Systems + Automation Analyst, nominated Luke in recognition of his commitment to mentorship, leadership and professional development.

Read more about Luke's award and our approach to developing future leaders here.

Recognition

Q+P was delighted to be recognized for the first time as a 2025 Canada's Most Admired™ Corporate Cultures Award winner. This award highlights organizations whose cultures accelerate their performance and create a competitive advantage. This honour reinforces what we've always believed: our caring, high-performance culture enables us to do superior work.

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

Q+P was also recognized as one of Canada's Top Growing Companies for five consecutive years and as one of Canada's Top Growing Women-Led Companies for two consecutive years, both by The Globe and Mail. These rankings celebrate 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.

Canada's Most Powerful Women Recipient – Emily Partington

In October 2025, Emily Partington, Managing Director, was recognized as one of Canada's Most Powerful Women: Top 100™ by Women's Executive Network (WXN) in the Amex Emerging Leaders category.

Since joining Quinn+Partners, Emily has helped lead the firm through major growth, expanding from seven to over 50 people and entering new markets. As Head of Market Strategy, she positioned the firm as a leader in North American sustainability advisory services. Her vision, energy, and discipline have been instrumental in building an award-winning, influential firm. Emily brings strategic foresight, clarity, and confidence to guide teams through change, making her a vital architect of the firm's future success.

Corporate Knights 30 under 30 Recipient – Adrien Roy

In November 2025, Adrien Roy, Manager, was recognized as one of Corporate Knights' 30 Under 30 Sustainability Leaders in Canada.

Adrien is a longtime contributor to our climate services, where he combines technical rigour with creativity, curiosity and empathy-based leadership. He helps North America's largest investors and companies design and implement their climate and sustainability strategies – developing science-based targets, decarbonization pathways and net-zero transition plans.

Emily Partington, Managing Director

Adrien Roy, Manager

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 team members to explore our offices with flexible work 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 net-zero office in 2027.

In FY2026, we shared the vision for our future office during Toronto Climate Week, offering attendees a preview of the Prince Arthur heritage retrofit in midtown Toronto. The session showcased how we are transforming two heritage row houses into a high-performance, low-carbon workplace through passive design, mass-timber construction, full electrification and climate-resilience features, demonstrating how existing buildings can be adapted for a net-zero future.

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.

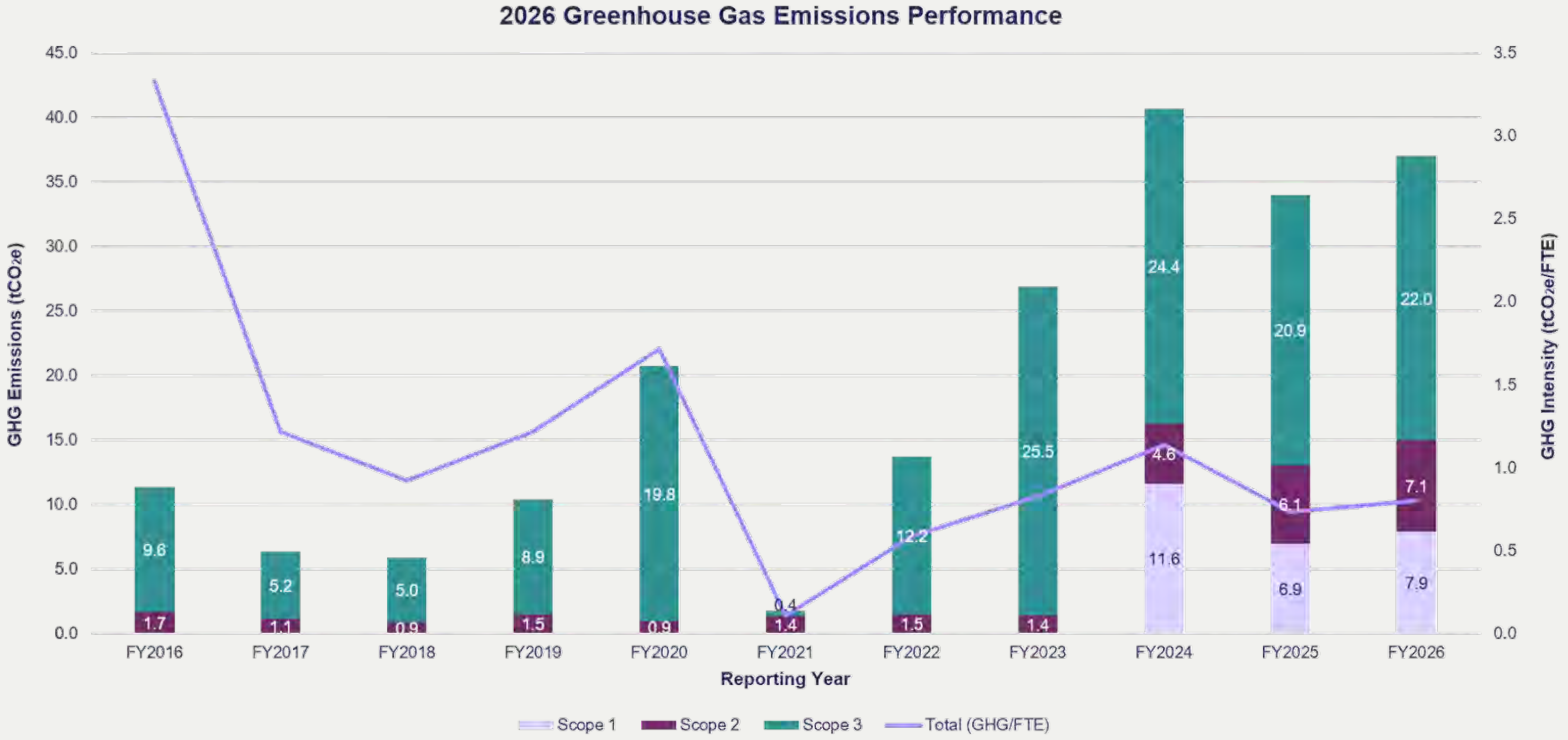
Greenhouse Gas Emissions

Our GHG emissions increased from 34.0 tCO2e to 37.0 tCO2e mainly due to an increase in the emissions intensity of electricity in Ontario and a small increase in business travel. Conversely, we saw a moderate decrease in employee commuting emissions due to our focus on promoting low-carbon transportation and public transit.

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 FY2026, we continued to source 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.



Note 1: We moved to a new Vancouver office in fall 2025. Utility data was not available at the time of publication; therefore, we have estimated energy consumption using historical data from our previous office.

Note 2: 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 managed detection and 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 regular cybersecurity awareness training and monitors our hardware and cloud services for external threats.

Responsible Artificial Intelligence Use

At Q+P, we recognize that Artificial Intelligence (AI) can enhance productivity, strengthen knowledge sharing and support innovation across our business. At the same time, AI has environmental and social implications, including energy and resource consumption, evolving workforce needs and broader societal impacts. As a purpose-driven business, we use AI judiciously where it contributes to our sustainability purpose, mission and strategy.

To guide its responsible use, Q+P has established an AI Policy that outlines appropriate applications, governance requirements and safeguards. Our approach prioritizes the protection of confidential information, responsible use of generative AI tools and human accountability.

Team members are expected to continue learning and developing as leading consultants and remain accountable for the quality, accuracy and integrity of all our work and client deliverables.

We also tailor our use of AI to meet client requirements and preferences, which may include restrictions or prohibitions on AI use in specific engagements. Through these practices, we aim to leverage AI responsibly while maintaining the trust, professionalism and high-quality advice our clients expect.

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.

Updates to our policies in FY2026 include:

+ Artificial Intelligence Policy
+ Updated Expense Policy
+ Incident Response Policy
+ Acceptable Use Policy
+ Passwords Policy
+ Refreshed supplier outreach survey as part of our Sustainable Procurement Policy

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. Building on these insights, in FY2026 we prioritized sourcing from local suppliers and businesses owned by women, visible minorities and other equity-deserving groups where possible. Through our procurement decisions, we aim to strengthen local communities, support supplier diversity and align our spending with our corporate values.

Holiday Party Oyster Bar at Q+P

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. To do so, Q+P offers the following expanded employee benefits:

+ Paramedical allowances
+ Health care spending account
+ Expanded mental health practitioner allowance

Looking Ahead

In FY2027, we plan to undertake several actions to improve our practices:

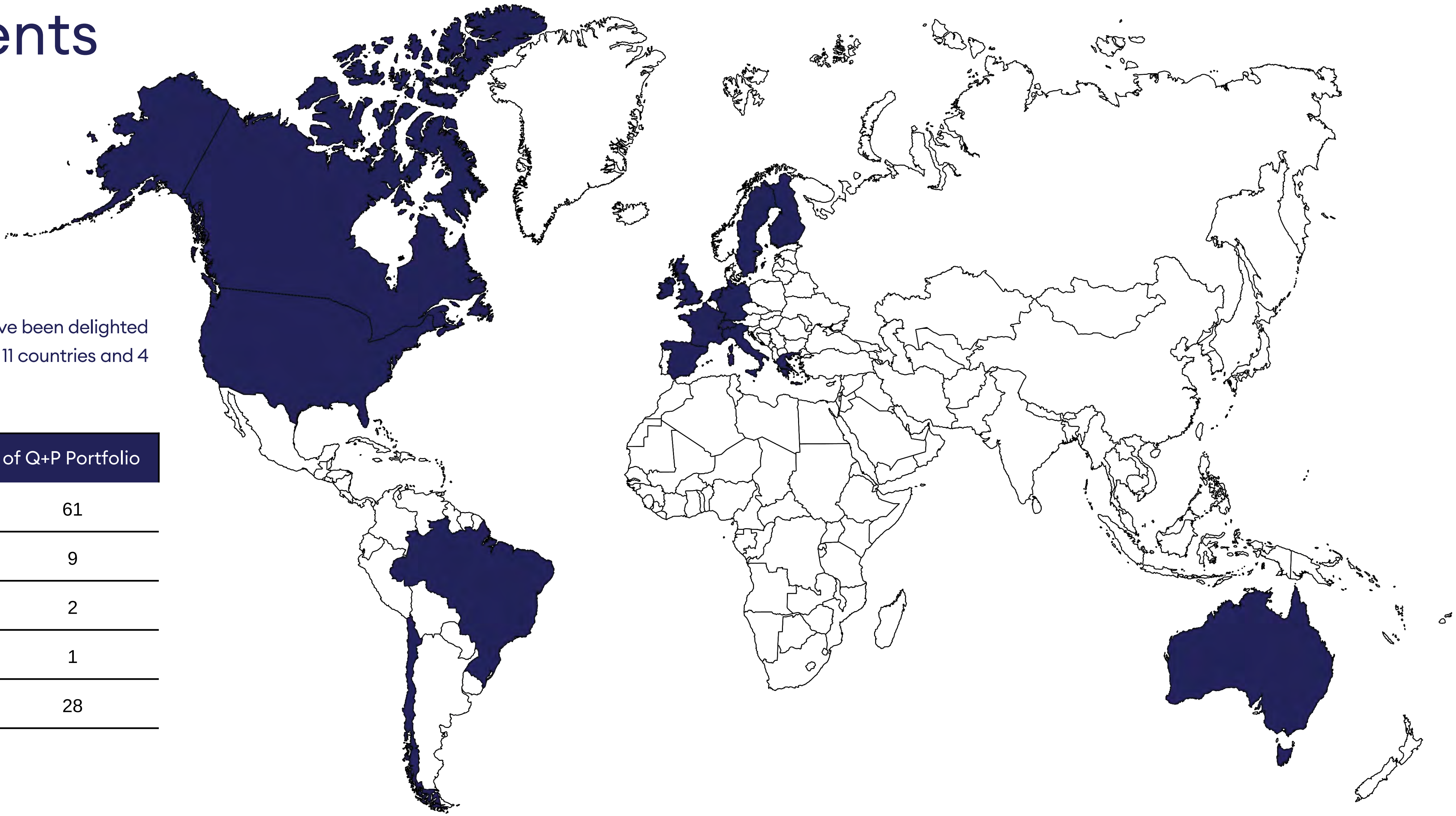
+ Build organizational readiness for AI through the implementation of the AI Roadmap and team training
+ Strengthen employee growth through updated performance management and measurement systems
+ Improve organizational effectiveness through updated on-business role definitions and organizational RACI
+ Foster sustainable high performance through improved staffing and proactive capacity management, balanced workloads
+ Strengthen culture, connection and belonging through team-building activities, team involvement in firm initiatives, community engagement and EDI programming

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 88%

Our Clients



Since our inception, we have been delighted to work with clients across 11 countries and 4 continents.

Region	% of Q+P Portfolio
Canada	61
Europe	9
Oceania	2
South America	1
United States	28

Client Case Studies

Canadian Coalition for Green Health Care's Healthy Capital Program Development

We partnered with the Canadian Coalition for Green Health Care, a national charity advancing systems-level climate action within the health sector, to help health care foundations across Canada integrate responsible investment practices into their governance. While foundations seek to align investments with missions rooted in care, portfolios are often managed using conventional financial criteria. To bridge this gap, we facilitated discussions with foundation leaders and developed practical tools, including a sustainable investing guide, FAQs and sample policy language.

Read more here.

NAV CANADA Responsible Investment Integration

We supported NAV CANADA Pension Plan to further integrate responsible investment considerations across its portfolio. Building on an established practice, NAV CANADA sought to benchmark its approach against industry peers and identify priorities for continued evolution.
We delivered a responsible investment maturity assessment and implementation roadmap, with priority actions, timelines and resourcing. This helped coordinate internal efforts, maintain alignment with Canadian pension guidance and prepare for evolving disclosure requirements.

Read more here.

Ports America Climate Reporting Support

We supported Ports America Group in strengthening its greenhouse gas (GHG) accounting methodology and in preparing for climate disclosure requirements. Our work included verifying Ports America's 2025 scope 1 and 2 emissions inventory and developing its first scope 3 emissions inventory. Together, these initiatives are helping Ports America improve data quality, build repeatable emissions measurement processes and prepare for the California Air Resources Board's (CARB) climate reporting requirements.

Read more here.

Sarona Asset Management IM+M Verification

We worked with Sarona Asset Management to verify alignment with the Operating Principles for Impact Management and identify opportunities to strengthen impact measurement and management (IM+M) practices embedded across their investment processes and emerging market funds. Using Q+P's Impact Principles verification framework, we conducted a principle-by-principle assessment, stakeholder interviews and targeted testing to validate implementation. The resulting Independent Verification Report summarized alignment conclusions and identified practical opportunities to further enhance impact practices.

Read more here.

Market Influence

Our team participates in industry events to share insights and advance standards. In FY2026, we spoke at 19 industry events, including the RIA Conference and the Sustainable Finance Summit, and hosted seven events at our offices, including Clean50 and Canada Climate Week Xchange.

Industry Representation

Our team members serve on boards, committees and working groups across a range of industries:

+ CaGBC Emerging Green Professionals Mentor: Laura Goetz
+ Canadian Purpose Economy Project Leadership Group: Rosalie Vendette
+ Canadian Sustainable Finance Taxonomy Technical Working Group for Buildings: Daniel Pass
+ Chartered Financial Analyst Society Toronto Advisory Board: Francisca Quinn
+ GRESB Data Centre Working Group: Tim Robinson
+ GRESB Lender Roundtable: Daniel Pass
+ GRESB Expert Resource Group/Technical Advisory Working Group: Stephen Penstone
+ Institute for Corporate Directors: Rosalie Vendette
+ Responsible Investment Association Board of Directors: Francisca Quinn
+ Responsible Investment Association Roundtable: Jason Sukhram, Alanna Jacques
+ Responsible Investment Working Group: Jason Sukhram, Alanna Jacques
+ UBC Sauder SME Decarbonization Advisory Committee: Stephen Penstone
+ Pembina Institute unGALA Organizing Committee: Daniel Pass

Insights

In FY2026 we released Five-Minute Briefs to share our firm's research-backed insights on emerging sustainability topics:

Responsible Investment Trends from Leading Global Asset Owners

Rethinking Financed Emissions – Insights from PCAF's 2024 Consultation

Transition Planning Trends and Priorities for Financial Institutions in 2025

Unlocking the Commercial Real Estate Sector on Housing Affordability

The Future of Sustainability Disclosure

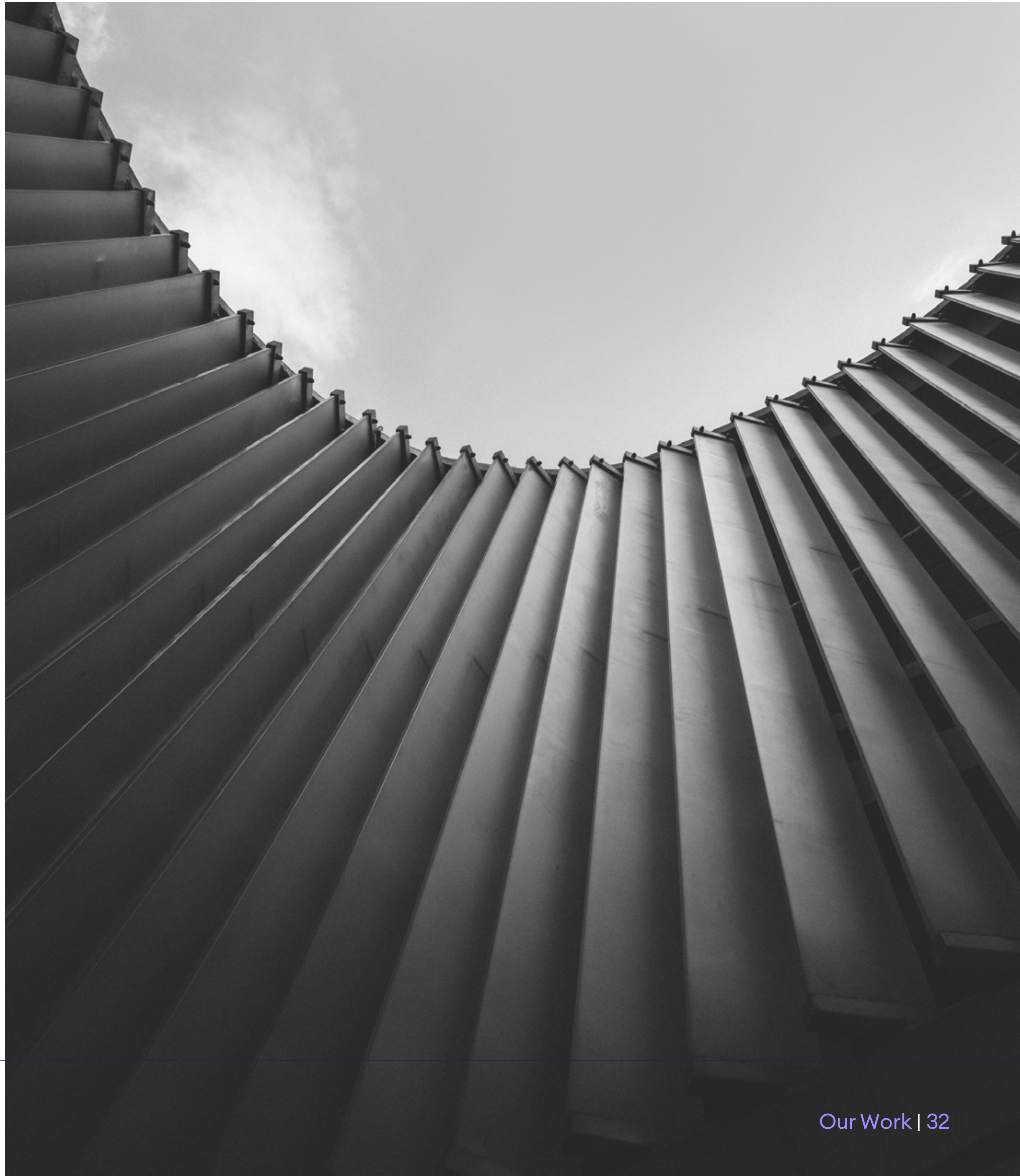
Q+P's 2026 Outlook

Translating Sustainability into Financial Value

Looking Ahead

In FY2027, we plan to:

- Participate in flagship conferences
- Offer new and innovative services to clients across sectors and markets
- 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



Entrance of our Toronto Office

About This Report

Publication date: September 2026

Q+P's 2026 Sustainability Report describes our activities and performance for the 2026 fiscal year (FY2026: April 1, 2025 – March 31, 2026), 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.

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.

Get in Touch

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

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. 37	SV-PS-330a.1
	(1) Voluntary and (2) involuntary turnover rate for employees	Rate	Data Tables - P. 37	SV-PS-330a.2
	Employee engagement as a percentage	Percentage	Data Tables - P. 37 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	Our Team - 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	2,400
New Hires	2
Employees Promoted	19%
Voluntary Turnover Rate	8.1%
Involuntary Turnover Rate	0%
Percent Employee Shareholders	42%

Equity, Diversity and Inclusion

(as of March 31, 2026)

Metric	Value
Gender Diversity – Employees	Male: 43% Female: 57%
Gender Diversity – Leadership Team	Male: 40% Female: 60%
Age Diversity – Employees	18-24: 6% 25-34: 60% 35-44: 25% 45-54: 4% 55-64: 4%
Sexual Orientation - Employees	Identify with 2SLGBTQIA+ orientations: 7%
Ethnic Diversity – Employees	East Asian, South East Asian, or Pacific Islander: 7% European: 74% South Asian: 14% Indo-Caribbean: 2% Multiple Ethnicities/Other: 2%

Environmental Data

Metric	Value
Energy consumption	178,891 ekWh
Energy intensity	22.76 ekWh/sf
Percentage change from previous FY	2%
Waste diversion from landfill	90%
GHG emissions	
Scope 1 - office (natural gas)	7.88 tCO_2e
Scope 2 – office (electricity)	7.09 tCO_2
Scope 3 – employee commute	7.45 tCO_2e
Scope 3 – corporate travel	14.58 tCO_2e
GHG emissions – total (scope 1, 2 & 3)	37.0 tCO_2e
GHG emissions per FTE	0.80 tCO_2e/FTE

Social Data

Metric	Value
Charitable contributions	CAD 71,000
Volunteer hours	105 Hours
Employee satisfaction	86%
Local supplier spend	CAD 780,400
Female supplier spend	CAD 90,600

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