

# Table of Contents

**03**

## Business Overview

About This Report ..... 4

Corporate Overview ..... 6

2025 Highlights ..... 8

CEO and President Statement ..... 9

Sustainability ..... 12

**16**

## Product Sourcing

Responsible Procurement: Strengthening Supply Chain Integrity Through Collaboration ..... 17

**19**

## Corporate Governance

Ethical Business Practices, Governance, & Logistics ..... 20

Workplace & Community Engagement ..... 25

Environmental Impacts ..... 32

Risk Management ..... 35

**37**

## Customer Care & Responsible Use

Customer Service: Strengthening Transparency, Efficiency, & Customer Alignment ..... 38

Strengthening Technical Engagement & Knowledge Sharing ..... 40

**41**

## 2025 Performance Data

GRI Index

Contact Us

# Business Overview

# About This Report

GRI 2-2, 2-3, 2-4

***This report outlines Quadra’s sustainability priorities, initiatives, performance metrics, and progress for the 2025 fiscal year, covering the period from October 1, 2024, to September 30, 2025.***

The scope of this report includes the corporate operations and assets under the operational control of the Quadra Group (also referred to as “Quadra”), comprising Quadra Chemicals Ltd. (QCL) in Canada and Quadra Chemicals Inc. (QCI) in the United States. In 2024, Quadra standardized its sustainability reporting to align with its fiscal year, supporting consistency and comparability of data over time.

Quadra has operational control of assets and employees located in Delta, British Columbia; Edmonton and Clairmont, Alberta; Burlington and Oakville, Ontario; Vaudreuil-Dorion, Québec; and Vista, California. The organization also employs team members working from commercial offices in Calgary, Alberta; The Woodlands, Texas; and Shanghai, China.

In 2025, Quadra acquired Bell Chem, a U.S.-based ingredients and chemical distributor. Unless otherwise stated, quantitative sustainability data presented in this report reflect Quadra’s operations under operational control and do not include Bell Chem. The systems integration of Bell Chem is planned for future reporting cycles.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards. A detailed overview of Quadra’s disclosures is provided in the GRI Index at the end of the report. Quadra also remains committed to the principles of the [United Nations Global Compact \(UNGC\)](#) and to supporting the United Nations Sustainable Development Goals (SDGs).

All images featured in this report depict Quadra’s people and culture, with most images captured by Quadra employees.



United Nations  
Global Compact

SUSTAINABLE  
DEVELOPMENT GOALS

# Connecting Global Supply Chains

GRI 2-1, 2-6

As a distributor, Quadra sits in the middle of the supply chain, connecting the needs of our customers to the product solutions from our suppliers. Our reputation begins with strong supplier partnerships. With access to a global network of over 3,300 suppliers, Quadra's product management and sourcing team ensure we can provide reliable solutions to meet customer demands.

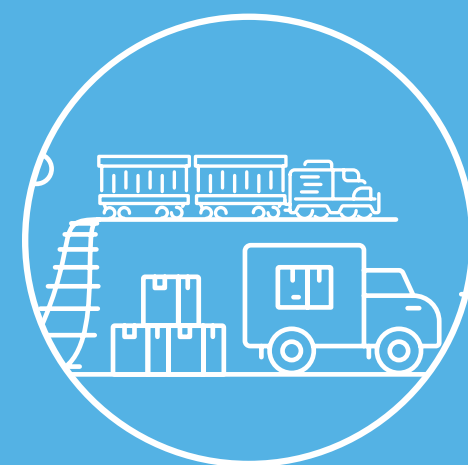
From order to delivery, Quadra handles the movement of products for our customers. Our logistics is backed by partnerships with over 162 carriers globally. To ensure secure supply of goods, Quadra has 7 operated distribution warehouses and 122 third-party warehouse partners across North America that allow us to reliably service customers coast-to-coast. It is through

this integrated network of supplier relationships, logistics partnerships, and distribution infrastructure that Quadra can deliver on its most fundamental commitment – ensuring our customers have access to the products they need, when and where they need them.



## 3,300

global network  
of suppliers



## 162

logistic partner  
carriers



## 7

operated distribution  
warehouses



## 122

third party  
warehouse partners

# Corporate Overview

GRI 2-1, 2-6

*Quadra is a privately held North American leader in chemical and ingredient distribution, managing complex global supply chains to deliver specialty and commodity products, ingredients, and custom blends with an unwavering commitment to safety, reliability, and service excellence.*

Our operations are structured around three complementary business divisions: – Industrial, Ingredients, and Resources. These divisions serve distinct markets while leveraging shared expertise in sourcing, logistics, regulatory compliance, and technical support. Positioned at the centre of the value chain, Quadra connects producers with end users and delivers value-added services, such as custom formulations, co-packing, and toll blending, backed by deep technical knowledge and optional procurement services.

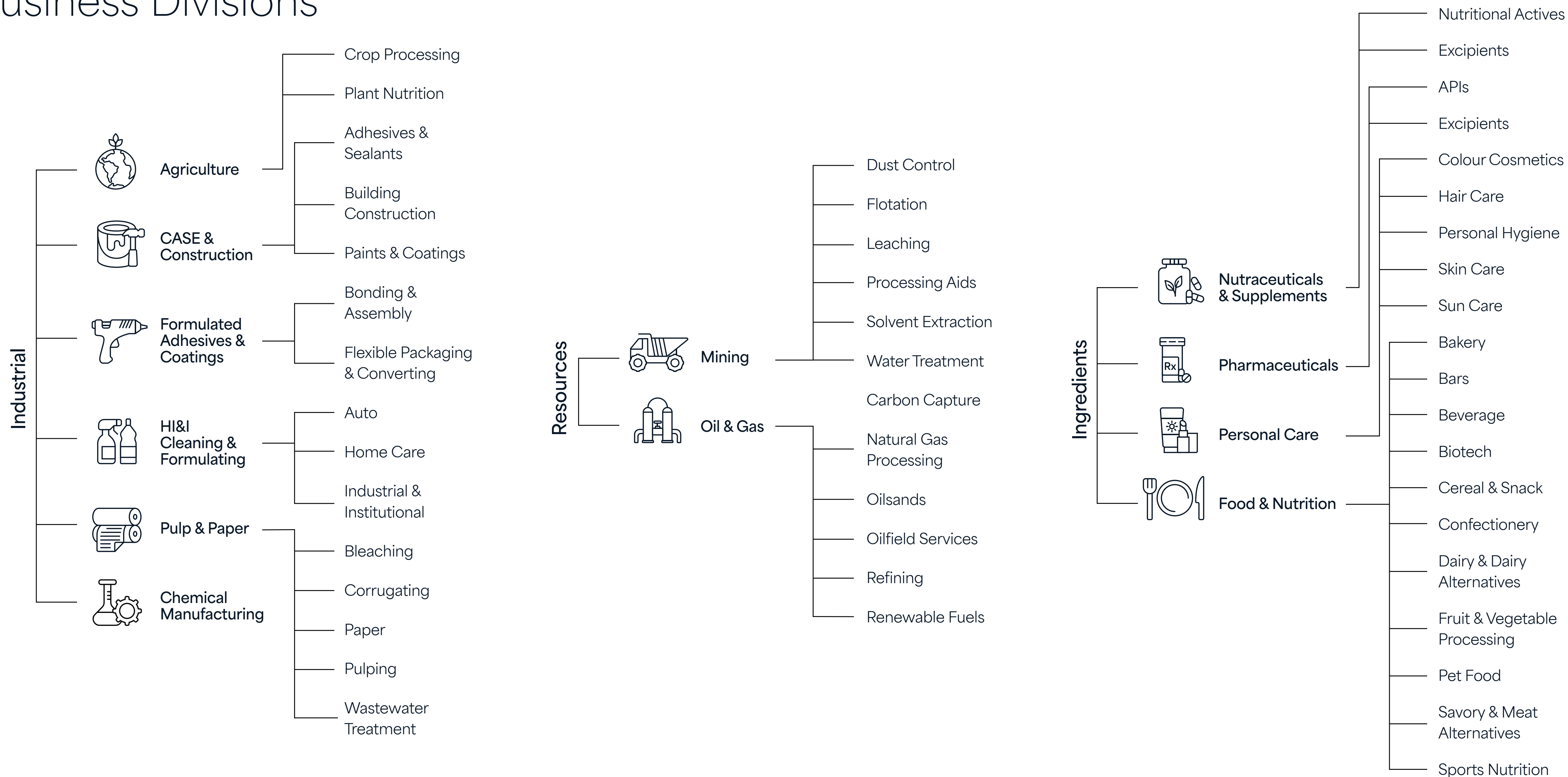
Responsible sourcing, quality assurance, and industry-specific expertise are foundational to how we operate. Supported by experienced regional teams, we deliver practical, customer-focused solutions across the markets we serve.

In 2025, Quadra expanded its business through the acquisition of Bell Chem, a U.S.-based ingredient and chemical distributor. The acquisition broadened Quadra's presence in the United States and strengthened its capabilities across food, nutrition, and industrial markets. During the reporting period, Bell Chem maintained operations with a focus on continuity for customers, employees, and partners, while a phased integration approach was developed.

For additional information on Quadra's end markets and applications, visit [www.quadragroup.com](http://www.quadragroup.com).



# Business Divisions



# 2025 Highlights



**0**  
lost-time injuries




equitable pay regardless of gender or location



**\$68,500 CAD**  
and  
**\$20,000 USD**  
donated



**31%** reduction in waste



**21%** reduction in water withdrawal



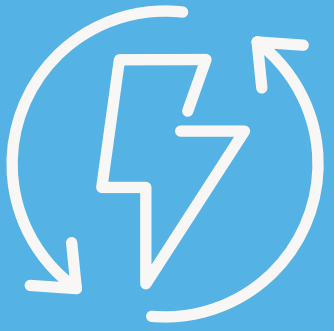
**0** regulatory non-conformances




**EcoVadis Silver rating**




**44**  
active relationships with Indigenous communities, including 18 agreements with Indigenous-owned businesses



**78%** renewable electricity



Scope 3 emissions assessment complete



**77,320**  
truck miles avoided through route optimization



**0** customer data breaches

# CEO and President Statement

*As we reflect on the past year, it is undeniable that sustainability is a business imperative. The world around us is evolving rapidly, and our ability to embrace change is not just a necessity, it is a pathway to meaningful progress and lasting impact.*

In 2025, we gracefully navigated supply chain disruptions, global tariffs, and a geopolitical narrative that shifted viewpoints away from sustainability. Despite facing significant disruptions beyond our control, we demonstrated agility and leadership by focusing on what we could influence. Our team acted decisively to secure a stable and resilient supply of essential products and ensure reliable delivery methods for our customers. We communicated proactively and transparently, keeping suppliers and customers informed as we navigated shifting tariffs and complex supply chain challenges. Through it all, we never compromised on our values. Sustainability remains a guiding principle, not always at

the forefront, but never an afterthought. In fact, our engagement with suppliers and customers on sustainability was stronger than ever, reinforcing that even in times of uncertainty, our values guide our path forward.

As detailed in this report, I am pleased to share the highlights from 2025 that demonstrate our ongoing commitment to sustainability in our key priority areas:



## People First

- The Great Place to Work Survey we completed in the fall of 2024 showed we have a highly engaged team in both Canada and the United States. Focus groups were held across our business, and we have already begun implementing improvements from employee feedback.
- We are proud to report that Quadra's Lost Time Incident Rate in 2025 was zero. This achievement is a testament to our strong safety culture, and we will remain vigilant in our EHS efforts to maintain our performance.
- Quadra's safety team facilitated an outreach program to connect with our commercial team where they conducted safety-focused conversations delivering safety information, insights and training. This initiative highlights that our focus on safety doesn't end in the warehouse but extends to all parts of our business.





### Planet as a Priority

- We received a silver certification from EcoVadis in 2025. While this wasn't our anticipated result, we've performed an in-depth review to learn that the decrease in scoring was due to a methodology change rather than a decline in our submitted material. Our sustainability team has taken this as an opportunity to realign our current documentation and policies with best practices to improve our future performance.
- Quadra had 0 regulatory non-conformances.
- Quadra continues to quantify our Scope 1 and 2 emissions and embarked on our initial screening of Scope 3 emissions.



### Responsible Distribution

- Engaging with suppliers and customers through a sustainability lens played an important role in many core markets. Our commercial and sustainability teams frequently worked together to help suppliers learn about product innovations and communicate them effectively, as well as to offer customers technical knowledge and increased supply chain transparency regarding our sourcing and products.
- Our team in Shanghai has been pivotal in finding and partnering with the right suppliers who consistently meet customer demand for both quality and quantity. When travelling to visit a few of our supplier plants, it was striking to see the level of commitment to sustainability, the technology employed and the overall quality of the partners that we work with.



- We continued investing in our infrastructure to meet the growing demands of the business. In Alberta, we expanded our capacity and product blending capabilities in Edmonton and Grande Prairie. In Ontario, we initiated construction to increase the size and capacity for R&D innovation and testing to improve future product offerings and in Québec we finalized the active pharmaceutical ingredients room, allowing us to have the right storage and handling to strongly pursue this market within pharma in Canada.
- We expanded our 3PL network in both the Canadian and U.S. markets and closed the acquisition of Bell Chem, a diversified ingredient distributor, which strengthens our presence in the U.S. market.
- In Texas, we broke ground on our Dayton facility that will be in service in 2026, providing storage and transloading services to our customers.

These investments support our growth plans and our ability to operate efficiently and effectively to service our markets, support our suppliers, and deliver to customers.

“

We communicated proactively and transparently, keeping suppliers and customers informed as we navigated shifting tariffs and complex supply chain challenges.

– Anne Marie Infilise,  
CEO and President

”

Within the business, Quadra focused on reducing complexity to be more efficient in our work. With the closing of the Bell Chem acquisition in April, we chose to spend the year learning from their customer-focused model so we could effectively assess and integrate their best work practices into Quadra moving forward. Within Quadra Group, we improved our leadership communications throughout the business, tailored key communications directly to the markets they serve, and improved access to digital information through continual refinement of our Employee Experience portal.

From a market perspective, distribution continues to be the growing model suppliers embrace to expand their market share. This trend has been building for several years, but with it comes heightened competition and rising expectations for performance. To ensure we stay ahead, we conducted a comprehensive customer survey across business units and geographies to better understand what our customers value and how we measure up. The results are encouraging, and they reaffirm the strength of our approach. Moving forward, we will continue to identify growth opportunities for our business, clearly communicate the value we deliver, and

strengthen our presence in both the U.S. and Canada. Achieving this requires us to remain deeply connected with our partners, foster seamless collaboration between sales and marketing, and consistently provide exceptional service. By executing these initiatives effectively, we will achieve our growth objectives while further strengthening the trust and partnerships essential to driving our long-term sustainability.

In late 2025, I began leading our team through the strategic planning process for our next multi-year plan, Vision 2030. This includes a high-level review of the chemical and ingredient distribution market, supplier realities, the competitive landscape, customer behaviours and expectations, geopolitics, new technologies and product formulations that are impacting distribution and customer buying habits. By deeply understanding the market dynamics and expectations, we will adjust Quadra’s strategic approach and application to our markets to identify the investments required to have success in both countries.

As we enter our 50th year in business, I am inspired and excited about our direction, our team, and the endless possibilities. We are a people-focused organization that cares deeply about our employees,

customers, suppliers and stakeholders. We have the right people, the right business model, and the winning strategy to deliver value to customers and suppliers. As we look ahead, our commitment to all three pillars of our sustainability strategy remains at the heart of our vision for the future. We firmly believe our people are our greatest asset, so we continually invest in their growth through learning and development opportunities, empowering them to thrive and drive excellence in an ever-evolving marketplace. Strategic investments in our operations and in technology enable us to modernize and innovate, leading to more efficient resource use, reduced energy consumption, and minimized waste. Our strong partnerships with suppliers and customers fuel a culture of innovation, allowing us to offer a dynamic, forward-thinking product portfolio and reliable delivery systems that set Quadra apart as the distributor of choice. By building on these foundations, we are not only positioning ourselves for continued growth but also reaffirming our dedication to sustainability, partnership, and lasting success.



Anne Marie Infilise,  
CEO and President

# Sustainability

GRI 2-14, 2-22

*Sustainability at Quadra is grounded in a long-term approach to responsible growth, balancing the needs of our people, customers, suppliers, and the broader environment in which we operate –today and for future generations. Our sustainability strategy is structured around three pillars: People First, Planet as a Priority, and Responsible Distribution, which reflects Quadra’s role at the centre of the value chain and guides decision-making across the organization.*

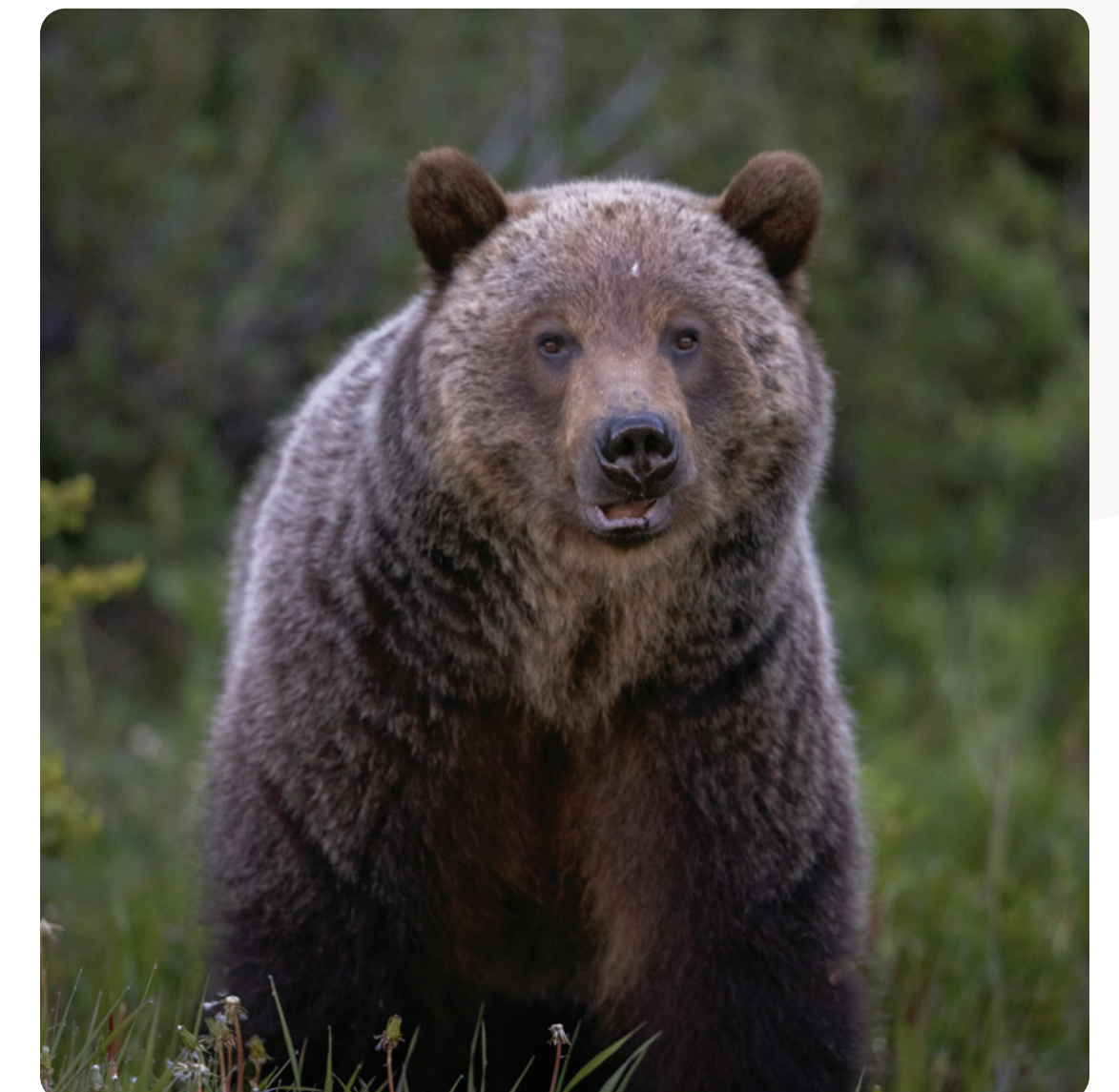
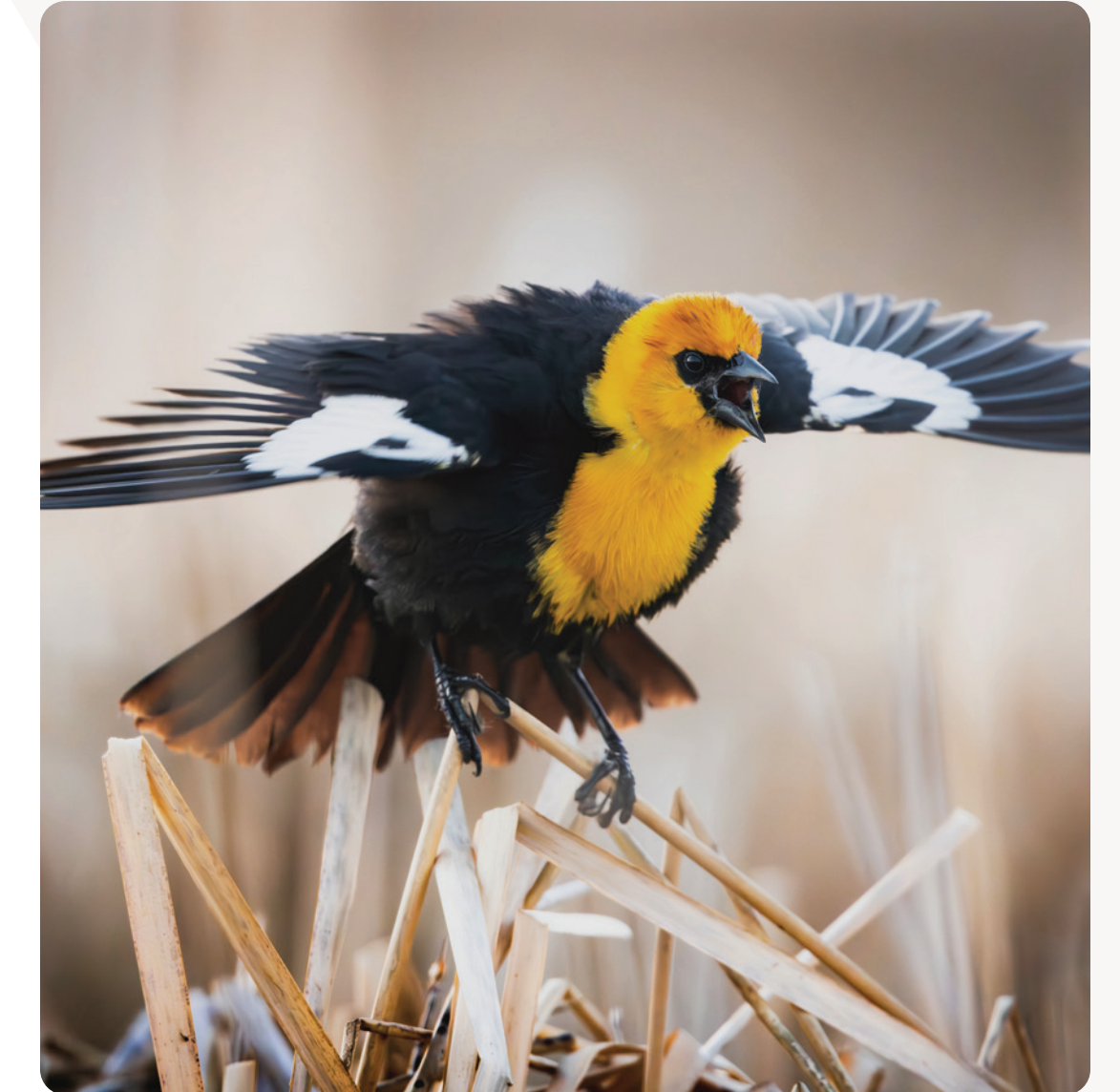
Building on the multi-year sustainability strategy established in 2024, the focus in 2025 shifted toward implementation and integration, with particular emphasis on the People First pillar. Efforts during the year were centred on strengthening employee experience, reinforcing health and safety leadership, and supporting consistent people management practices across teams and regions.

In 2025, Quadra’s sustainability and responsible business practices were again recognized through an EcoVadis Silver rating, reflecting the strength of our sustainability governance and our continued commitment to environmental, social, and governance performance.

While this wasn’t our anticipated result, we’ve performed an in-depth review to learn that the decrease in scoring was due to a methodology change rather than a decline in our submitted material. We have taken this feedback as an opportunity to realign our current documentation and policies with best practices to improve our future performance.

Looking ahead, Quadra remains focused on executing its sustainability strategy. The strategy is grounded in a qualitative, action-oriented roadmap developed through internal collaboration and aligned with business priorities.

Sustainability is embedded within Quadra’s broader business strategy, supporting objectives to reduce complexity by serving customers as efficiently and consistently as possible, and to ignite corporate excellence through cross-functional collaboration and solutions that respond to the evolving needs of customers and suppliers. As the strategy advances, the focus will remain on strengthening data quality and translating commitments into measurable, practical actions that support long-term value creation.



# Focus Areas

GRI 3-1, 3-2, 3-3

In line with Quadra’s sustainability strategy and enterprise risk management approach, we identify and prioritize sustainability focus areas that are most relevant to our business and stakeholders. This process considers Quadra’s impacts, risks, and opportunities across our operations and throughout the value chain.

In 2024, Quadra engaged employees, customers, and suppliers through a materiality assessment to evaluate the relevance of a range of sustainability topics. The results were reviewed alongside recognized sustainability frameworks and internal risk considerations, leading to the identification of nine priority sustainability topics that inform Quadra’s multi-year strategy and guide action planning across functions.

These priorities are organized under Quadra’s three sustainability pillars and reflect the interdependencies between supplier practices, internal operations, and customer outcomes.



## Health and Safety

Continuously improving our health and safety program, where teams collaboratively ensure each other’s safety as a shared responsibility.

## Employee Wellness, Engagement, and Inclusion

Fostering a workforce culture of caring, respect, and inclusivity, where every employee knows they are valued, engaged, and empowered to reach their professional potential.

## Community and Indigenous Participation

Strengthen engagement with communities and Indigenous Peoples through local charity participation and developing mutually beneficial relationships focused on meaningful engagement, capacity building, and socio-economic opportunities.



## Environmental Footprint

Measuring the environmental impact of our operations and identifying opportunities to reduce it.

## Emissions Management

Measuring the GHG emissions from our operations and identifying opportunities to lessen that impact.

## Climate Strategy

Evolving our business strategy to effectively and efficiently manage and mitigate climate risk throughout our operations and supply chain.



## Customer Service

Delivering quality service and value to our customers in a timely and efficient manner.

## Responsible Sourcing

Building resilient, responsible, ethical, and sustainable supply chains that support our suppliers, our target markets, and the planet.

## Regulatory Compliance and Risk Management

Committed to upholding the highest level of regulatory, quality compliance, and risk management performance for the collective benefit of our commercial partners, the environment, and the public.

# Progress Towards the United Nations Sustainable Development Goals and UN Global Compact

In 2025, Quadra marked its seventh year as a signatory to the United Nations Global Compact (UNGC). As an affiliated member, Quadra supports the UNGC’s principles and shares responsibility for promoting ethical, responsible, and equitable business practices. Quadra demonstrated this commitment by submitting its 2025 Communication of Progress.

Quadra also aligns its business activities with the United Nations 2030 Sustainable Development Goals (SDGs). Recognizing Quadra’s role as a chemical and ingredient distributor, we focus on the SDGs where our operations, partnerships, and influence enable meaningful contributions. These priorities align with our sustainability pillars and business strategy.



## Good Health and Well-Being

Through its Employee Volunteer Program, Quadra allocated 21% of its annual charitable budget to registered organizations addressing food insecurity in the communities where we operate. In 2025, Quadra supported Food for Life in Ontario and the Leftovers Foundation in Alberta, both of which focus on rescuing surplus perishable food from retail and wholesale sources and redistributing it to organizations serving individuals experiencing food insecurity.

To further promote employee health and well-being, Quadra made measurable improvements to our benefits package in the United States. In 2025, Quadra extended its paid benefits for maternity leave in QCI and all employees gained access to a wellness portal where additional physical, emotional & mental, and financial resources are available. Our corporate Wellness Challenge kicked off from May 1 to May 31, 2025 which encouraged all Canadian and US employees to participate individually or in teams in physical activities such as walking, running, or gardening. Participation was tracked through a digital platform, fostering engagement and awareness around physical well-being.



## Gender Equality

Quadra supports progress toward gender equality through equitable employment practices and an inclusive workplace culture. Under the People First pillar, Quadra focuses on fair and consistent compensation, standardized role-based evaluation, and performance-driven development and advancement. These practices support transparency, equity, and consistency across Quadra’s North American operations.



## Decent Work and Economic Growth

Quadra fosters safe working conditions, invests in employee development, and upholds responsible business practices across its operations and value chain. Through a continued focus on health and safety, talent development, risk management, and supply chain resilience, Quadra supports stable employment opportunities and sustainable economic activity in markets where it operates.



## Responsible Consumption and Production

In 2025, Quadra’s Commercial and Brand Marketing teams partnered with key suppliers to deliver a series of webinars focused on the sustainable attributes and applications of select products. These sessions supported customer awareness of sustainable formulation options, circularity, and responsible product innovation, reinforcing Quadra’s role in enabling informed and responsible consumption decisions.



## Climate Action

In 2025, Quadra participated in the Supplier Leadership on Climate Transition (Supplier LOCT) Program, sponsored by several Quadra customers within the Ingredients division. The program aims to accelerate climate action across supply chains by supporting suppliers in measuring, reducing, and disclosing greenhouse gas emissions.

# Stakeholders

GRI 2-29

We actively engage with our stakeholders to understand the impact of our operations and to develop reasonable mitigation measures when necessary. We value feedback as a tool that helps us continuously improve our performance and refine our approach. Engagement activities are tailored to each stakeholder group and support transparency, collaboration, and shared accountability.



## Employees

- Team communications
- Employee digital communications
- Intranet and digital channels
- Safety toolbox briefings and training
- Core values training
- Career development (training, mentorship, coaching)
- Sustainability report
- Town hall meetings



## Customers and Suppliers

- Selection and supplier assessment process
- Surveys
- Face-to-face meetings (quarterly reviews, on-site visits)
- EcoVadis
- Sustainability report
- Sales meetings and trade shows



## Local Communities

- Employee Volunteer program (EVP)
- Financial contributions
- Corporate program sponsorships and investments



## Indigenous Communities

- Collaborative business partnerships
- Reinforcing customers' socio-economic commitments
- Delivering youth scholarships and education initiatives
- Sponsoring cultural events



## Industry Groups

- Committee participation
- Policy advocacy



## Governments and Regulators

- Face-to-face meetings
- Multi-stakeholder initiatives

# Product Sourcing

# Responsible Procurement: Strengthening Supply Chain Integrity Through Collaboration

GRI 308-1, 408-1, 409-1, 414-1, 414-2

*Quadra remains committed to responsible procurement practices that support supply chain integrity, strengthen supplier relationships, and align with customer sustainability objectives. As a distributor positioned between manufacturers and end-users, Quadra plays an active role in connecting supplier practices with customer expectations.*

In 2025, Quadra’s engagement across supplier and customer networks evolved, with increased focus on identifying and promoting sustainable product attributes, securing reliable sources of supply, and advancing access to product carbon footprint (PCF) data to support transparency and regulatory preparedness.

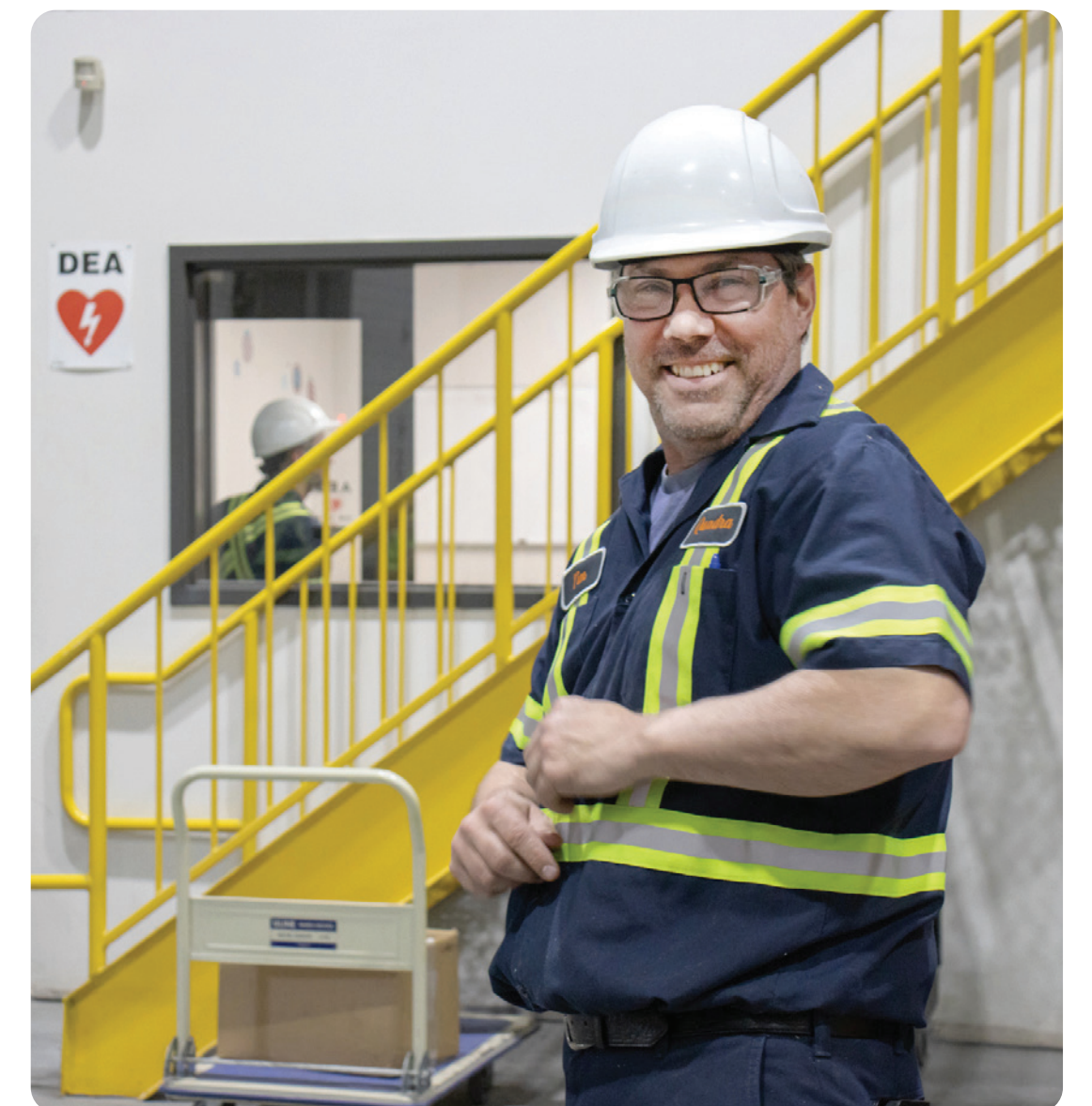
Despite external challenges, including labour disruptions across North American rail and port systems and shifting global tariff structures, Quadra maintained consistent support for its supplier partners. Priority was placed on practical and collaborative solutions that balanced continuity of supply with responsible sourcing expectations in a dynamic operating environment.

## Embedding Ethical Standards Across Our Supplier Network

Aligned with customer expectations, Quadra joined the Sedex platform, a global system for managing social and ethical performance in supply chains. In 2025, the Vaudreuil-Dorion and Burlington facilities completed their Sedex Self-Assessment Questionnaires (SAQs), reinforcing Quadra’s commitment to responsible sourcing and ethical business practices.

[Quadra also published its Fighting Against Forced Labour and Child Labour Report](#) for 2025 in accordance with Canada’s Bill S-211. For the third consecutive year, no allegations, claims, or complaints related to modern slavery were identified within Quadra’s operations or supply chain.

In addition, Quadra successfully maintained its certifications with the Roundtable on Sustainable Palm Oil (RSPO) and the Rainforest Alliance (RA), with zero non-conformances. These certifications provide additional assurance to customers that selected products are sourced and manufactured in accordance with recognized sustainability and ethical standards.



# Strengthening Transparency to Support Customers and Regulation

To enhance visibility into sustainable innovations, Quadra collaborated with various suppliers to highlight product advancements through targeted webinars. These sessions focused on the sustainable innovation of products, including materials derived from bio-based sources, manufacturing processes with reduced water and energy intensity, and products designed for lower-temperature or lower-volume applications.

These innovations contribute to reduced environmental impact while also offering operational efficiency and safety benefits for end-users. Importantly, all featured products demonstrated performance comparable to or exceeding previous formulations, reinforcing that sustainability and quality go hand in hand.

In response to growing customer demand for Product Carbon Footprint (PCF) and Life Cycle Assessment (LCA) data, particularly driven by evolving regulatory requirements, Quadra continued to collaborate closely with suppliers to support product emissions quantification efforts. Quadra also highlighted the

evolving market expectations and the potential commercial implications where such information is not yet available.

As a result, several suppliers have begun advancing their data collection and manufacturing practices to better understand and reduce carbon intensity. Through its intermediary role, Quadra helps facilitate this transition by aligning supplier capabilities with customer expectations.

Quadra will continue to strengthen responsible procurement practices and supplier collaboration to support increased transparency and meet evolving customer and regulatory requirements.

“

Through our three-part webinar series with our partner Henkel, we brought sustainable innovation to market. From bio-based materials to more efficient manufacturing processes and smarter end-use applications, we help customers reduce their environmental impact without giving up performance and bring added benefits in safety and operational efficiency.

– Louis-Philippe Boyer,  
Business Director,  
Formulated Adhesives  
& Coatings

”



# Corporate Governance

# Ethical Business Practices, Governance, & Logistics

GRI 2-9, 2-11, 2-12, 2-13, 2-17, 2-23, 2-24, 2-25, 2-26

*Ethical business practices are foundational to Quadra's corporate structure and are supported by established governance, oversight, and control mechanisms. These structures enable responsible decision-making, support regulatory compliance, and reinforce Quadra's role as a reliable distribution partner across regulated markets.*

## Clear Oversight Supporting Responsible Decision-Making

### Board of Directors

Quadra is a privately held, family-owned business in which the Board of Directors oversees corporate strategy and financial performance. The Board continues to oversee the implementation of corporate programs focused on risk management and mitigation, operational excellence, and business resilience in the short, medium, and long term. This oversight supports disciplined growth and ensures that risk considerations are integrated into strategic and operational decisions.

### Sustainability Governance

Oversight of sustainability resides with the Senior Vice President, Corporate who reports directly to the CEO and President. Executive and leadership committees are briefed annually on emerging sustainability trends and their potential impacts on Quadra's distribution business over the short, medium, and long term. These insights inform annual objectives and Quadra's five-year strategy, with actions prioritised based on assessed risks, opportunities, and business relevance.



## Shared Standards Guiding Ethical Conduct

### Code of Ethics

Quadra's Business Code of Ethics aligns with Quadra's core values and establishes the standards expected when conducting business. All employees are required to understand and comply with these ethical practices. The Code reinforces Quadra's zero-tolerance approach to bribery, corruption, forced and child labour, and substance abuse, while affirming our commitment to regulatory compliance, human rights, and equal opportunity.

### Ethical Reporting and Speak-Up Mechanisms

Quadra maintains an anonymous speak-up line, administered by an independent third-party provider, to enable confidential reporting of suspected misconduct or unethical behaviour. Reports can be submitted without fear of retaliation and are reviewed in accordance with established internal governance and escalation procedures.

## Regulatory Compliance and Product Stewardship

GRI 2-27, 2-28, 416-2, 417-1, 417-2

Quadra's regulatory, quality, and audit teams ensure that products are assessed, documented, and distributed in compliance with applicable requirements across operating jurisdictions, supporting safe use, regulatory preparedness, and reliable supply for customers.

In 2025, the focus was on strengthening standardized and automated systems to proactively manage regulatory risk in an increasingly complex environment. Key system and process improvements included:

- Updates to Quadra's Safety Data Sheet (SDS) authoring software, which provides standardized information on product hazards, safe handling, storage, and emergency measures.
- A new centralized, searchable compliance database consolidating information from three platforms into one interface, reducing manual effort and improving response time

(approximately 90 to 100 hours per year saved).

- Company-wide quality process improvements, including the redesign of a Total Quality Management (TQM) program and increased automation in Salesforce to improve data consistency and issue handling.
- Integration of Certificate of Analysis (CoA) processing through Salesforce has reduced administrative effort by approximately 50%, enabling faster turnaround times and more consistent customer support without additional resourcing.

Quadra continues to monitor the regulatory landscape and maintains structured product assessments prior to distribution. During the 2025 reporting period, Quadra recorded no significant instances of non-compliance and no fines or non-monetary sanctions related to laws and regulations.

“

The TQM program has increased awareness across our operations. With a more structured approach and clearer data trends, we now have real visibility into emerging issues, can identify patterns earlier, and dive deeper into root causes. It has also strengthened collaboration while reinforcing Quadra's core values.

– David Pelletier,  
Director of Compliance

”

## A Risk-Based Approach to Portfolio Expansion

As Quadra's portfolio continues to evolve, regulatory teams apply a risk-based approach when assessing new products and may decline products when regulatory complexity, licensing requirements, or storage constraints cannot be effectively managed. This approach supports responsible distribution and protects the integrity of Quadra's warehouse and logistics network. Regulatory and quality teams work cross-functionally with operations and logistics to support compliant storage and distribution, including warehouse compatibility planning based on product requirements such as flammability, temperature control, and facility capabilities.

Future priorities include making ongoing enhancements to compliance dashboards and SDS tools and advancing warehouse compatibility planning to ensure products are allocated, compliantly, safely, and efficiently across the network.

## Certifications and Standards

Quadra's warehouses continue to operate in accordance with recognized quality, safety, and regulatory standards. Certifications and standards held across our warehouse network include:

- **International Organization for Standardization (ISO)**
- **Brand Reputation through Compliance Global Standard (BRCGS)**
- **Good Manufacturing Practices (GMP)**
- **Good Distribution Practices (GDP)**
- **Drug Establishment Licence (DEL)**, enabling the distribution of active pharmaceutical ingredients

“ Quadra is a proud participant of the Society of Cosmetic Chemists (SCC) to advance the science and innovation of the cosmetic industry. This proactive group connects regularly to knowledge share and drive innovation in the cosmetic science community.

– Milly Ntregkas, Product Manager & Industry Manager, Cosmetics and Personal Care

”

## Industry Memberships and Affiliations

Quadra remains actively committed to responsible distribution through participation in Responsible Distribution Canada (RDC), Alliance of Chemical Distributors (ACD), and the American Chemistry Council (ACC). Various leaders within the organization serve on RDC and ACD committees, where we facilitate knowledge sharing and provide feedback to the industry and regulators on ways to ensure best practice in the safe and responsible chemical handling and distribution. We maintain certification through the Responsible Distribution Code Compliance program and completed numerous site verifications in 2025.

In addition to these distribution-focused memberships, Quadra participates in market-specific associations aligned with the industries it serves. These organizations provide technical insights, regulatory updates, and sector expertise related to specific products and applications.

- **Responsible Distribution Canada (RDC)**



- **American Chemistry Council (ACC)**



- **Alliance for Chemical Distribution (ACD)**



# Logistics: Enabling Continuity and Performance

## Building Resilient and Efficient Logistics Operations

2025 was characterized by heightened global economic uncertainty and volatility across logistics and transportation networks. Shifting trade conditions, evolving tariff announcements, and ongoing disruption in marine and trucking markets required greater agility and coordination across the supply chain. In this context, Quadra prioritized service continuity and operational efficiency to support customers across regulated and time-sensitive markets.

Quadra focused on maintaining reliable service through proactive planning, strong carrier partnerships, and digital tools that supported continuity of supply. Throughout the year, Quadra leveraged its Transportation Management System to enhance visibility across inbound and outbound shipments and support more informed routing decisions across modes and regions.

These capabilities enabled logistics teams to respond quickly to changing conditions while balancing service reliability, cost efficiency, and safe product handling.

## Improving Efficiency Across Logistics Operations

Despite market volatility, Quadra implemented targeted initiatives to reduce unnecessary transportation, improve load utilization, and strengthen delivery efficiency across the network. These initiatives focused on optimizing existing assets and routes rather than expanding capacity, and included load consolidation, equipment optimization, modal shifts from truck to rail, where feasible, and routing strategies designed to support product availability and supply chain resilience.

Together, these efforts reduced empty miles, limited product handling risks, and protected product integrity, while continuing to meet customer delivery requirements without compromising safety or service standards.



## Maintaining Continuity Through Logistics Partnerships

Periods of heightened uncertainty, particularly surrounding U.S.-Canada tariff announcements, led to rapid shifts in cross-border trucking demand as freight was moved in advance of potential policy changes. Similar dynamics affected marine freight, where capacity tightened ahead of tariff announcements and later eased as carriers adjusted through blank sailings. Ongoing geopolitical tensions in the Red Sea further impacted routing efficiency, extending transit times and requiring more adaptive planning.

In this environment, strong, long-standing relationships with carriers, marine partners, and logistics service providers proved critical. Quadra further diversified and strengthened its logistics partner network to manage capacity constraints, rate volatility, and service disruptions. Close collaboration with customers and suppliers helped align freight timing, vessel capacity, and cost considerations, supporting continuity of supply while maintaining reliable service.

## Preparing for Future Expectations

Looking ahead, Quadra will continue to monitor developments in low-emission transportation technologies, including electric equipment for dedicated fleets, while recognizing current market and infrastructure constraints. Priorities for 2026 include strengthening logistics resilience, refining transportation emissions data capabilities, and embedding efficiency and sustainability considerations into logistics decision-making processes.

In parallel, Quadra continues to strengthen its readiness to respond to evolving sustainability reporting expectations, including emerging requirements related to logistics and transportation emissions. This work supports both regulatory preparedness and increased transparency for customers.

## Reducing Transportation Intensity Through Targeted Initiatives

- **77,320 truck miles avoided** across Quadra operations through route optimization and modal shifts
- **10,019 truck miles removed** through a single load consolidation initiative
- **Expanded use of rail and intermodal solutions**, where feasible, to reduce reliance on long-haul trucking



# Workplace & Community Engagement

## Health and Safety

GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8

*At Quadra, health and safety are shared responsibilities across all roles, functions, and locations. We recognize that a strong safety culture is fundamental to protecting our people, supporting our customers, and enabling sustainable, responsible growth. Our approach is grounded in proactive risk management, leadership accountability, and employee engagement, ensuring safety is embedded in how work is planned, performed, and reviewed.*

## Reinforcing Safety Practices Across the Organization

In 2025, Quadra reinforced its health and safety practices across all areas of the business. While operational safety remains a core focus, increased emphasis was placed on commercial, logistics, and corporate teams to ensure a consistent approach to risk management throughout the organization.

Comprehensive safety training was delivered to all employee groups, reinforcing shared expectations for safe work practices. Training covered a range of scenarios relevant to different roles, including site visits, travel, and customer-facing activities, helping employees better understand and manage potential risks in their day-to-day work.

In addition to internal programs, Quadra also delivers virtual and in-person safety awareness training to customers and community response groups. These sessions strengthen preparedness, reinforce product stewardship expectations, and reflect Quadra's leadership in fostering a safety-first mindset across its value chain. For more details, visit our [website](#).

Leadership engagement continued to play a critical role in advancing Quadra's safety culture. Targeted one-on-one discussions with business leaders were conducted to identify emerging risks and opportunities for improvement, and to strengthen the integration of health and safety considerations into everyday decision-making. This expanded focus reflects Quadra's commitment to safety as both a core value and an essential enabler of business performance across all functions.



Quadra delivers virtual and in-person safety training to customers and community response groups to strengthen preparedness, reinforce product stewardship and to foster a safety first mindset across the value chain.

## Performance and Continuous Improvement

Strong employee engagement, targeted training, and proactive risk management contributed to positive safety outcomes in 2025. Incidents were minor, and an increased focus on root-cause analysis improved visibility into near misses and potential risks across operations, supporting continuous improvement. Quadra continued to track safety performance by location and communicate results monthly across teams to reinforce learning and accountability.

Emergency preparedness remained a priority throughout the year. Tabletop exercises and site-level drills, including spill response, evacuation, and fire scenarios, were conducted to test readiness, clarify roles, and strengthen communication during emergency events.

### 2025 Safety Highlights



0

lost-time injuries (LTIs) recorded across Quadra operations



80%

of identified safety observations addressed within 30 days

## Strengthening Collaboration and Transparency

Looking ahead to 2026, Quadra will continue to strengthen collaboration across the organization, deepen employee understanding of health and safety expectations across all roles, and enhance transparency in reporting and feedback. Key priorities include expanding role-specific training, increasing engagement with hybrid and remote employees, continuing to drive safety culture towards interdependent behaviours through the Bradley Curve framework and further refining governance tools such as safety manuals, emergency response plans, and internal regulatory compliance audit.

At Quadra, safety extends beyond our facilities to how we engage with customers, suppliers, and partners. In 2025, we strengthened this commitment by mobilizing leadership to align messaging, anticipate evolving risks, and embed safety as a core element of our operations – including commercial interactions.

By continuing to invest in culture, leadership, and learning, Quadra aims to further embed health and safety into how work is planned and executed. This approach supports consistent, proactive risk management and reinforces shared accountability for safety across all roles and locations.

Quadra’s commitment to safety extends beyond standard operating hours. In one instance, following a transportation incident involving products distributed by Quadra, operations teams mobilized after hours to coordinate response efforts and support remediation. This responsiveness reflects Quadra’s culture of accountability and collaboration in managing potential risks across the value chain. For additional details, please visit our [website](#).

## Supporting Employee Experience, Growth, and Collaboration

GRI 2-7, 2-8, 2-19, 2-20, 2-30, 401-1, 404-2, 404-3, 404-1

At Quadra, people are central to our performance and long-term success. We strive to create an inclusive and supportive workplace where employees are informed, engaged, and empowered to develop their skills and careers. In 2025, efforts remained focused on enhancing the employee experience, streamlining people-related processes, and strengthening access to learning and development opportunities. At the same time, Quadra continued to respond to evolving employee needs across roles, locations, and work arrangements, including on-site, hybrid, and remote environments.

Quadra continued to invest in employee well-being through a comprehensive benefits offering that supports physical, mental, emotional, financial, family, and social health. Throughout 2025, employees had access to educational resources, a wellness platform, and flexible tools designed to support work-life balance and overall well-being.

Listening to employees remained a priority, and feedback helped ensure benefits and programs remained responsive to employee needs, including those of hybrid and remote teams. This people-first approach supports engagement, retention, and a positive day-to-day employee experience across the organization.

Quadra also maintains structured compensation practices to promote fairness, consistency, and compliance with pay equity requirements across jurisdictions. Compensation is reviewed using standardized role frameworks and market benchmarks to help ensure equitable pay for comparable roles, regardless of gender or location.

## Simplifying People Processes and Building Trust

In 2025, the Human Resources and Talent Acquisition teams focused on reducing complexity and strengthening collaboration across the employee lifecycle, from recruitment and onboarding to internal mobility and career progression. Streamlined processes, clearer role alignment, and improved tools helped enhance the employee and candidate experience while supporting hiring managers more effectively.

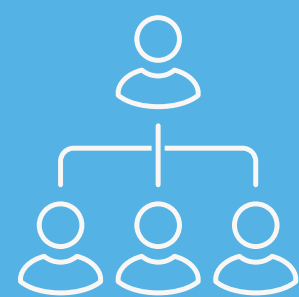
Quadra ensures equitable pay regardless of gender or location.

“

As Quadra continues to evolve, we are focused on ensuring our people feel supported, prepared, and empowered in their roles. This includes helping teams adapt to AI and digital transformation, strengthening people leadership, and continuing to invest in employee engagement, development, and experience. This work is ongoing and aligned with Quadra’s broader corporate priorities.

– Marie-Chantal Perreault,  
Vice-President, Human Resources

”



37%

of management positions are held by women



552

employees across Canada and the United States

“

At Quadra, our unique corporate culture is what truly sets us apart, strengthening our position in the marketplace and deepening the trust we share with clients and suppliers. To protect this culture and encourage seamless collaboration across departments, I was given the privilege of creating training programs for our sales and customer service teams.

Today, over 95% of our sales and customer service employees have embraced this learning journey, and we remain committed to offering these sessions to every new team member who joins us.

Thank you to Quadra for believing in the sharing of experience and the preservation of our culture.

– Carole Doucet,  
Senior Advisor, Competency Development

”

## Learning Together and Growing Capabilities

Training and development remained a key pillar of Quadra’s People First approach in 2025. Focus areas included encouraging collective learning, simplifying access to training information, and aligning learning offerings with business priorities and evolving role requirements across the organization.

A key milestone was the launch of the One Team Collaborative Selling program. Co-developed with internal stakeholders, this initiative brings together sales, customer service, technical, and operational teams to strengthen collaboration, knowledge-sharing, and alignment in how Quadra serves its customers.

By promoting a shared understanding of roles and expertise, the program supports employee development while contributing to a more integrated customer experience.

## 2025 Learning & Development Snapshot



Employees completed an average of

12.5

hours of training



## Recognition and Culture

Quadra’s commitment to fostering a positive and inclusive workplace was once again recognized in 2025 through the renewal of several external certifications and recognitions.

Key recognitions in 2025 included:

**Great Place to Work** certification for QCL and QCI

**Quadra Chemicals Inc.** recognized as a **Women-Owned™ business** by WeConnect International

**Best Managed Company** - Current certification, awarded by Deloitte



# Community Outreach

GRI 413-1

## Driving Local Impact Through Employee Engagement

Quadra’s community outreach efforts are anchored in its Employee Volunteer Program (EVP), which enables employees to support registered charities and community organizations that matter most in the places they live and work.

Guided by a spirit of local autonomy, each office is supported by two dedicated employee representatives who thoughtfully manage an annual donation budget and coordinate meaningful volunteer initiatives. Their work ensures that our contributions genuinely reflect the unique needs and priorities of their communities, fostering lasting impact and connection.

In 2025, Quadra’s regional teams donated \$68,500 CAD and \$20,000 USD through the EVP. Employees are eligible for 7.5 hours of paid volunteer time annually. Over the year, employees contributed 221 documented volunteer hours in support of local community initiatives.

We experienced a decline in documented volunteer hours in 2025, which has informed renewed efforts to strengthen engagement, improve internal communication, and support more consistent participation in 2026.

## Employee Volunteer Program in 2025



**\$68,500** CAD  
and  
**\$20,000** USD  
donated to local charities



**221**  
volunteer hours  
contributed by  
employees



**7.5**  
hours of paid  
volunteer time  
per employee



## Community Engagement in Action

### Edmonton - Supporting animal welfare in the community with Humane Society

The Edmonton team supported the local Humane Society through its Shelter Takeover program, assembling insulated shelters for feral cats and supporting sanitation and cleaning within the facility. These efforts helped improve animal welfare and support community-based animal care initiatives.

### Vaudreuil - Contributing to local food security with L'Actuel

In September 2025, employees from Quadra's Vaudreuil office volunteered with L'Actuel, a Montreal-based organization providing food assistance and essential services. A team of seven employees prepared meals for the organization's food program, contributing to local food security efforts.

### The Betty and Tony Infilise Family Foundation and Quadra - Making a Meaningful Difference

In addition to local office-led initiatives, Quadra advances community impact through the Betty and Tony Infilise Family Foundation by supporting organizations addressing youth development, social inclusion, and access to essential services in Canada and internationally.

In 2025, during Quadra's Commercial Conference, three organizations supported by the Foundation were invited to share their work and impact with employees:

- **PADS (Pacific Assistance Dogs Society)**, which trains and places certified assistance dogs to support individuals with mobility limitations and those participating in therapeutic programs, strengthening independence, confidence, and emotional well-being.
- **Yo Bro Yo Girl Youth Initiative (YBYG)**, which has supported youth aged 11 to 22 for more than 15 years through mentorship, academic engagement, and safe community programming

aimed at helping young people build resilience and avoid the risks associated with drugs, gangs, and violence.

- **One Child's Village: Majengo Day Care & Orphanage (Tanzania)**, which provides a safe and nurturing home environment and educational foundation for 75 children, including 15 children in full-time residential care, offering stability, nourishment, and access to schooling.

Beginning in 2026, Quadra will sponsor nine children at Majengo, supporting continued access to education and stable living conditions. This long-term commitment reflects a sustained approach to partnership and impact.

As Quadra continues to grow its national and global reach, we remain committed to strengthening communities, supporting impactful organizations, and reflecting our values through action. Community engagement is not a peripheral activity; it is embedded in how we operate and how we define our purpose as a company.



# Indigenous Engagement

GRI 411-1

## Building Long-Term, Respectful Partnerships

Quadra’s approach to Indigenous engagement is grounded in long-term relationships built on trust, respect, and shared value. Across Indigenous treaty and traditional territories where Quadra operates, we work with Indigenous communities and businesses to support economic participation, education, and cultural awareness, guided by the principles of the United Nations Declaration on the Rights of Indigenous Peoples and the Truth and Reconciliation Commission of Canada’s Calls to Action.

In 2025, Quadra maintained 44 active relationships with Indigenous communities, including 18 agreements with Indigenous-owned businesses. These partnerships support local economic development through commercial collaboration and community-driven initiatives.

“

From the very first meeting, it was clear that Quadra wasn’t just another partner – they truly shared our values of innovation, integrity, and customer focus. Beyond business, Quadra has made a real difference in our communities, inspiring our youth through hands-on science experiments that ignite curiosity and open doors to future careers in science.

– Andy Turnbull, Chief Executive Officer, Nunacor Development Corporation

”

## Supporting Education and Youth Engagement

Education remains a key area of collaboration. In partnership with Indigenous organizations, Quadra supported the delivery of the You Be the Chemist program in communities, including for the first time, Dease Lake in British Columbia and Charlottetown, and Port Hope Simpson in Newfoundland and Labrador. The program introduces elementary students to the wonders of science through hands-on experimentation, helping spark early interest in STEM while reflecting community priorities to benefit future generations.

## Strengthening Cultural Connection and Community Leadership

Quadra also supports community-led cultural initiatives that strengthen identity, language, and intergenerational connection. In 2025, Quadra sponsored Nazko First Nation’s Youth Culture Day, a gathering designed to empower youth through cultural learning and connection with Elders.

## Contributing to Industry Collaboration and Dialogue

Beyond community partnerships, Quadra contributes to broader industry dialogue through participation in the Mining Association of Canada’s Indigenous Relations Committee, contributing to policies, sharing practical insights, and supporting stronger engagement practices across the resource sector.

Looking ahead, Quadra will continue to work with its Indigenous partners to identify and evaluate opportunities that strengthen Indigenous long-term relationships and reinforce community-led collaboration.



# Environmental Impacts

GRI 2-4, 2-5, 302-4, 303-1, 303-2, 305-1, 305-2, 305-5, 306-1, 306-2, 306-4

## Scope 1 Emissions

Scope 1 emissions are direct greenhouse gas emissions resulting from sources owned or controlled by Quadra, including fuel combustion for building heating, fleet vehicles, and operational equipment. In 2025, Quadra’s Scope 1 emissions increased by 260.9 tCO<sub>2</sub>e compared to 2024, representing a 9.9% increase.

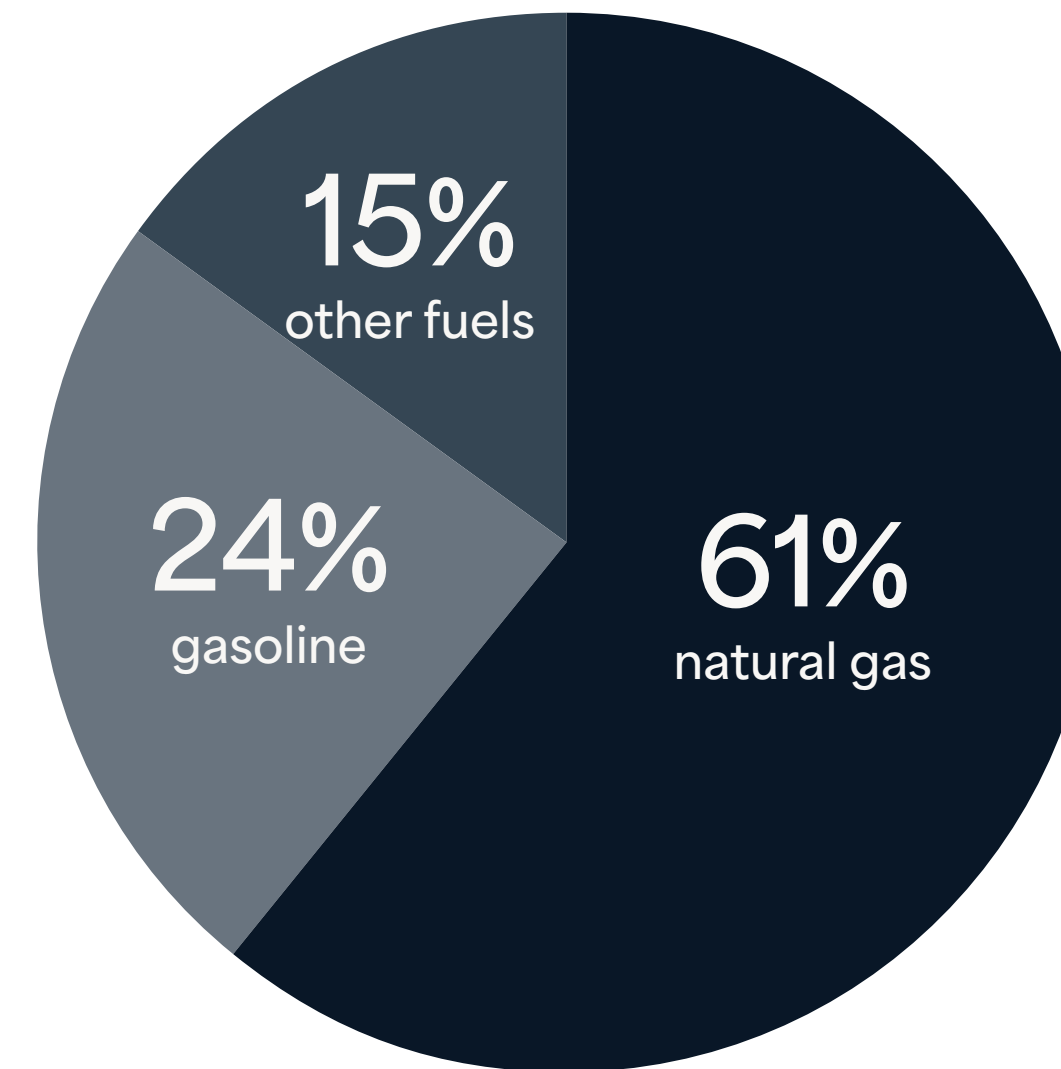
Natural gas and gasoline remained the primary contributors to Scope 1 emissions. Natural gas, used predominantly for building heating, accounted for 61% of total Scope 1 emissions, while gasoline consumption from the employee-operated vehicles represented 24%. Together, these fuel sources accounted for 85% of direct emissions.

The increase in Scope 1 emissions in 2025 was primarily driven by higher on-site fuel combustion. Colder winter

conditions in our main Vaudreuil and Burlington warehouse resulted in a 42% increase in natural gas consumption to meet heating requirements. In Alberta, the completion of the Grande Prairie facility expansion and our existing operations led to an 11% increase in natural gas consumption. The natural gas usage at the new expansion site accounted for 0.2% of our total FY 2024/2025 consumption.

Following several years of improving data accuracy and strengthening measurement practices, Quadra is now positioned to begin identifying potential efficiency opportunities.

Distribution of Scope 1 emissions




## Scope 2 Emissions

Scope 2 emissions are indirect greenhouse gas emissions associated with purchased electricity. In 2025, Scope 2 emissions remained relatively stable, with electricity consumption increasing by 2.3% compared to 2024.

The Edmonton and Grande Prairie facilities in Alberta accounted for approximately 80% of Scope 2 emissions, despite Québec and Ontario representing roughly 70% of total electricity consumption. This difference reflects the higher carbon intensity of Alberta’s electricity grid compared to other provinces.

In 2025, Quadra procured approximately 78% of its electricity from renewable sources, based on provincial grid energy mixes. Electric forklifts continued to be used at the Delta, Burlington, and Vaudreuil warehouses to meet regulatory requirements in ingredients warehouses and to optimize the use of lower-carbon electricity sources.

Quadra also continued its multi-year transition to LED lighting across facilities. Lighting upgrades have been completed in Vaudreuil, Burlington, and Oakville, with remaining installations underway at the Oakville manufacturing facility and the Delta warehouse. These upgrades are expected to improve energy efficiency and reduce electricity-related emissions over time.



**78%**  
of electricity from renewable sources, based on provincial grid energy mixes, in 2025.

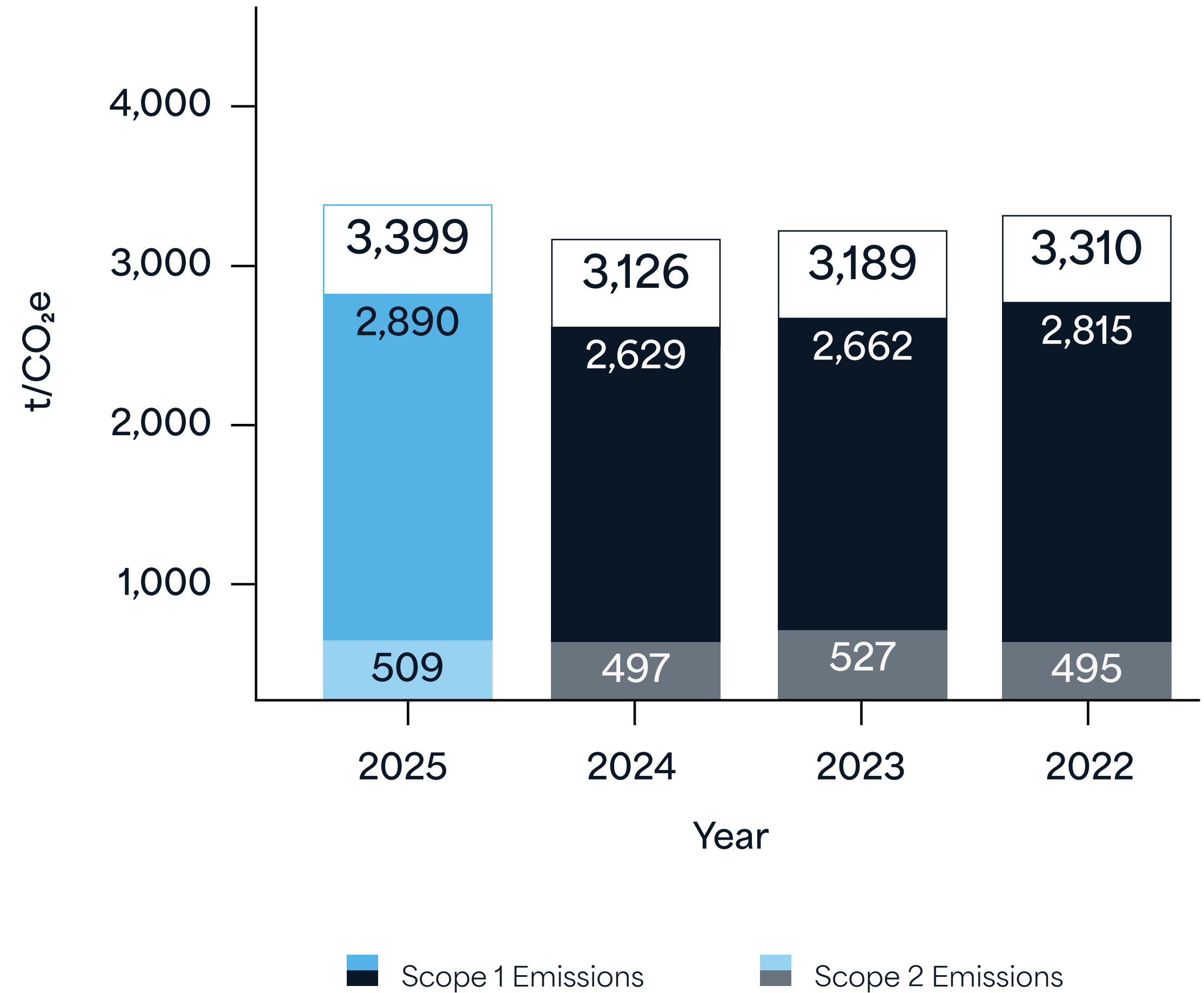
## Scope 3 Emissions

As a distributor operating between suppliers and customers, Quadra recognizes that value chain emissions are likely to represent a significant portion of its overall emissions profile. In 2025, Quadra completed an initial Scope 3 screening assessment to better understand potential sources of upstream and downstream emissions.

The assessment reviewed all 15 Scope 3 categories defined by the GHG Protocol. Four categories were determined to be currently non-quantifiable due to data complexity, and four were assessed as having negligible relevance to Quadra's operations. The remaining six categories were evaluated using spend-based or industry average methodologies.

This screening exercise was conducted to build internal awareness of where Scope 3 emissions are most likely to occur across Quadra's product portfolio and operations. Further refinement of methodologies will be required before quantitative disclosure can be considered.

## GHG Emissions\*



\*Scope 3 emissions are under assessment and not yet quantified.

\*All emissions were calculated in accordance with the GHG Protocol and ISO 14064-1 standards. Reported figures were verified by an independent third-party consultancy to ensure accuracy, consistency, and transparency.

## Forward-Looking Approach

Over the past four years, Quadra has focused on strengthening its environmental data collection and quantification processes. All emissions calculations are now based on actual utility consumption data, with estimates removed from the methodology. As a result, 2023 is expected to serve as the baseline year for future emissions performance tracking.

With this foundation in place, Quadra is preparing to move from measurement toward identifying efficiency opportunities. Energy audits planned for 2026 are intended to evaluate building performance, heating systems, and energy use patterns across key facilities, and to inform future operational considerations.

## Waste and Water

Quadra’s waste management practices are embedded in operations, with a focus on optimal inventory management through close coordination between purchasing and operations teams. Products are sent for disposal only when expired, are damaged, or no longer meet quality specifications.

In our facilities, waste is managed through approved third-party partners, with disposal methods including landfill, treatment and discharge, or blending for supplemental fuel use. Non-product waste is managed through municipal or third-party providers, with recycling programs in place for materials such as cardboard and wood where available. Improving traceability and quantification of non-product waste remains a priority for future reporting cycles.



Water consumption at Quadra is primarily associated with blending operations, warehouse cleaning and maintenance, and office facilities. Municipal water is used across operations, with responsible sewer discharge practices in place. In 2025, total water withdrawal decreased by 21% compared to 2024. This reduction resulted from less water usage within our Delta & Oakville offices. Despite an increase in blending capacity at our Grande Prairie facility, our total water used for product blending reduced by 3%.



## Reportable Releases

Quadra maintains stringent policies and procedures for the safe handling of products across all operations. In 2025, 6 reportable releases were recorded, consistent with the prior year. All incidents were promptly reported to regulators, and existing containment systems effectively mitigated any risk to employees or the environment. All reportable releases were related to bulk fluid loading or unloading activities. Following these incidents, Quadra’s operations team reviewed procedures and identified opportunities to strengthen controls and oversight. Preventive and corrective actions are under discussion to reduce the likelihood of recurrence in 2026.

# Risk Management

GRI 2-15, 2-16, 205-1, 205-2, 205-3, 206-1

## Strengthening Our Risk Management Framework

Quadra’s risk management framework supports organizational resilience by identifying, assessing, and managing risks across operations, contractual relationships, supply chains, and the broader business environment. Oversight is provided by the Executive Committee, with execution led by a dedicated risk management department and supported by senior leadership. The business continuity management program continues to align with ISO 22301, reinforcing preparedness for disruptive events.

In 2025, Quadra further formalized its risk management approach, building on work initiated in prior years to strengthen governance, clarify roles, and expand

the scope of the enterprise risk registry. These efforts reinforced consistent risk identification and escalation while maintaining flexibility in a complex and evolving operating environment.

As Quadra continues to streamline operations and enhance customer service efficiency, risk management plays a critical gatekeeping role, helping the organization manage exposure without limiting growth opportunities.



## Advancing Ethical Governance and Risk Oversight

Throughout the year, Quadra continued to strengthen ethical risk management and compliance practices. This included progress toward the development of a formal anti-bribery and corruption policy, alongside plans to enhance ethics training and consistency across roles. These initiatives complement existing monitoring practices and reinforce alignment across sustainability, commercial, and finance teams.

Together, these efforts support a shared understanding of risk and accountability across the organization. By continuing to refine tools, clarify expectations, and build internal awareness, Quadra strengthens its ability to anticipate issues, respond effectively, and support responsible decision-making.

“

Effective risk management doesn’t avoid risk at the cost of opportunities, it empowers the organization to seize opportunities with confidence.

– Martin Dussault,  
Risk, Insurance and Legal  
Administration Manager

”

# Cybersecurity

GRI 418-1

## A Proactive and Adaptive Cybersecurity Approach

Protecting data, systems, and digital platforms remains a critical priority for Quadra. Our cybersecurity approach safeguards business continuity, protects customer and supplier information, and maintains trust across the value chain. In an evolving threat landscape, controls, processes, and training are continuously reviewed and adapted to address emerging risks.

In 2025, Quadra further strengthened its cybersecurity position through a proactive and increasingly automated approach. Regular assessments identified vulnerabilities and informed targeted remediation actions, reducing exposure while supporting operational resilience.

## Building Awareness and Shared Responsibility

Employee awareness remains central to Quadra's cybersecurity strategy. Trainings were refreshed throughout the year to reflect emerging threats, including phishing and social engineering tactics, and delivered broadly across the organization. Increased reporting of suspicious activity demonstrated growing employee vigilance and supported earlier detection and response.

## Protecting Data, Assets, And Customer Trust

Quadra also strengthened end-of-life IT equipment controls, reinforcing secure data wiping, traceability, and certified destruction processes. Responsible recycling practices were applied to reduce waste and support reuse where possible. This closed-loop approach strengthens data protection while contributing to broader environmental objectives.

Governance and preparedness were further reinforced through ongoing reviews of incident response procedures, ensuring clear escalation protocols and alignment with evolving regulatory expectations. No substantiated complaints regarding breaches of customer privacy or confirmed losses of customer data were recorded during the reporting period.

## Continuing to Strengthen Resilience

Cybersecurity remains an area of continuous improvement. Priorities include expanding vulnerability management, increasing automation of security controls, strengthening employee training, including responsible use of artificial intelligence, and maintaining alignment with emerging cybersecurity regulations.

## Cybersecurity Highlights

- **No confirmed breaches of customer data** during the reporting period
- **Increased employee awareness**, reflected in increased reporting of suspicious activity
- **Secure, closed-loop IT equipment lifecycle** supporting certified data destruction and waste reduction
- **Enhance overall security posture** using a vulnerability management system that assesses IT assets, vulnerabilities

# Customer Care & Responsible Use

# Customer Service: Strengthening Transparency, Efficiency, & Customer Alignment

GRI 417-3

*Delivering a reliable, transparent, and responsive customer experience remains central to Quadra's value proposition. In 2025, customer service initiatives focused on strengthening alignment with customer needs, improving operational efficiency, and reinforcing collaboration across commercial, operational, and support teams, ensuring customer satisfaction while reinforcing responsible distribution practices.*



## A More Specialized, Customer-Aligned Service Model

In 2025, Quadra advanced the evolution of its customer service model by aligning customer service teams by industry segment. This approach enables deeper understanding of customer requirements, product applications, and regulatory considerations, while strengthening collaboration with account managers and internal partners. Supervisory roles were also aligned by industry segment, reinforcing consistency, accountability, and service quality across markets.

This model supports proactive customer engagement, clearer ownership of customer needs, and more effective execution across diverse market segments.

Customer feedback remained a key driver of service improvements. During the fiscal year, Quadra collected 760 customer insights, providing input on service quality, responsiveness, and improvement opportunities.

To support continuous improvement, we also held regular Customer Solutions Meetings and two focused working groups, bringing together cross-functional teams to review service challenges, identify root causes, and define corrective actions. These forums strengthened transparency, internal alignment, and shared accountability across teams.

Lastly, in-person engagement remained an important complement to day-to-day service. During fiscal 2024-2025, customer service representatives accompanied account managers to participate in 59 joint customer visits and 17 trade shows, supporting stronger relationships, clearer communication, and a better understanding of customer priorities across regions and industries.

# Listening, Learning & Acting on Customer Insights

Customer service teams supported order consolidation and delivery optimization, improving logistics efficiency and sustainability. In 2025, shipment consolidation resulted in 261 fewer deliveries, reducing transportation requirements while maintaining service reliability. These efforts complemented broader logistics initiatives and generated more than \$1 million in efficiency-related savings, benefiting customers and the business.

Customer service capabilities continue to evolve in response to customer expectations and operational complexity. In 2026, priorities include completing the industry-aligned service model, reducing process complexity, and advancing digital tools that support consistency, visibility, and proactive customer engagement. Customer service teams will continue to work closely with quality, regulatory, and sustainability teams to support accurate, timely, and responsible information sharing – reinforcing trust across the value chain.

## Customer Service in Action



**760**

customer feedback insights collected



More than  
**\$1 million**  
in efficiency-related savings generated



# Strengthening Technical Engagement & Knowledge Sharing

*Quadra supports responsible product use and informed decision-making through ongoing technical engagement with customers and partners. In addition to direct service interactions, Quadra regularly delivers webinar series designed to share technical expertise, regulatory updates, and market insights across the industries it serves.*

In 2025, webinar sessions highlighted product innovation and application, demonstrating how sustainability principles can deliver products with equal performance to better than traditional formulations while reducing carbon intensity and supporting safer use. Sessions explored the technical application of the products and how customers can leverage the sustainability benefits of these products in their operations.

These discussions complement Quadra's broader customer collaboration efforts, where technical teams work directly with customers to address formulation challenges, regulatory requirements, and performance optimization across diverse end markets.

By facilitating knowledge-sharing and applied technical support across its value chain, Quadra reinforces its role not only as a distributor, but as a technical and regulatory partner to its customers. A full archive of recent webinars is available on our [website](#).

As part of its evolving product portfolio, Quadra works with suppliers and customers to advance more sustainable product solutions across the markets it serves. Examples include, but are not limited to, bio-based polymer technologies, renewable and water-based surfactants, and Canadian-produced biosurfactants derived from food waste.

**Learn more about Quadra's impact and initiatives across its operations on our [website](#). ↗**

Quadra's environmental responsibility also extends beyond its own facilities. In 2025, Quadra collaborated with Indigenous and government partners to support the safe removal and disposal of legacy hazardous materials at the former [Minto Mine site in Yukon](#). This initiative reflects our broader commitment to responsible product stewardship and environmental risk mitigation across the value chain.

# 2025 Performance Data

# 2025 Performance Data

The 2025 and 2024 Performance Data is based upon Quadra’s fiscal year (Oct 1- Sept 30) vs previously reported calendar year (2023).

## Governance

	Measurement	2025	2024	2023	GRI
Code of Business Ethics	Y/N	Y	Y	Y	
Whistleblower Complaints <sup>1</sup>	#	0	0	0	2-26
Whistleblower Complaints Closed	#	0	0	0	
Board ESG Oversight	Y/N	Y	Y	Y	2-11,2-12

<sup>1</sup>Quadra defines whistleblower complaints as complaints formally reported through the anonymous whistleblower hotline from the last fiscal year.

## Incidents & Compliance

Reportable Releases <sup>2,3</sup>					
	Measurement	2025	2024	2023	GRI
Number of reportable releases	#	6	6	0	
Environmental Compliance					
	Measurement	2025	2024	2023	GRI
Significant fines and non-monetary sanctions for non-compliance with environmental regulations <sup>4</sup>	#	0	0	0	2-27

<sup>2</sup>A reportable release is defined as one that is reportable to an external agency or authority, such as a federal or provincial/state regulator.

<sup>3</sup>Reporting thresholds are variable depending on jurisdiction and therefore releases are not wholly comparable by jurisdiction or year over year.

<sup>4</sup>Defined as any penalty within Quadra operations.

# 2025 Performance Data

The 2025 and 2024 Performance Data is based upon Quadra’s fiscal year (Oct 1- Sept 30) vs previously reported calendar year (2023).

## Emissions & Energy

Greenhouse Gas Emissions <sup>1,2</sup>					
	Measurement	2025	2024	2023	GRI
Total direct GHG emissions (Scope 1) <sup>3</sup>	tCO <sub>2</sub> e	2,890	2,629	2,662	305-1
Total indirect GHG emissions (Scope 2) <sup>4</sup>	tCO <sub>2</sub> e	509	497	528	305-2
Air Pollutants <sup>1,2</sup>					
	Measurement	2025	2024	2023	GRI
Carbon Monoxide (CO)	tonnes	36.4	32.7	-	305-7
Nitrous Oxides (NO <sub>x</sub> )	tonnes	2.3	2.1	-	
Sulphur Dioxide (SO <sub>x</sub> )	tonnes	0.1	0.1	-	
Particulate Matter (PM)	tonnes	0.2	0.2	-	
Particulate Matter (PM <sub>10</sub> )	tonnes	0.1	0.1	-	
Total Volatile Organic Compounds (VOCs)	tonnes	0.9	0.8	-	
Energy Consumption <sup>1,2</sup>					
	Measurement	2025	2024	2023	GRI
Total natural gas consumption	m <sup>3</sup>	1,057,863	965,251	989,132	302-1
Total diesel consumption	L	4,870	4,870	4,969	
Total gasoline consumption	L	339,744	304,770	298,934	
Total propane consumption	m <sup>3</sup>	13,008	12	12	
Total electricity consumption	MWh	4,503	4,402	4,488	
Total renewable energy consumed	MWh	3,502	3,502	3,559	

<sup>1</sup> Values are for North American operations.

<sup>2</sup> The reported emissions are based on operational control and direct emissions sources were collected using metered or invoiced volumes.

<sup>3</sup> Direct GHG Emissions (Scope 1) sources include emissions from fuel used to heat buildings, to operate warehouse equipment, and Quadra’s fleet vehicles.

<sup>4</sup> Indirect GHG Emissions (Scope 2) sources include electricity consumption and are reported as location-based emissions.  
N/A - not available

# 2025 Performance Data

The 2025 and 2024 Performance Data is based upon Quadra’s fiscal year (Oct 1- Sept 30) vs previously reported calendar year (2023).

## Water

	Measurement	2025	2024	2023	GRI
Total water withdrawal <sup>1</sup>	m <sup>3</sup>	13,873	14,326	12,308	303-3
Water used for product blending	m <sup>3</sup>	2,604	3,578	4,400	
Water used for product blending	%	19	25	36	

<sup>1</sup> Quadra defines total water withdrawal as water withdrawn from municipal sources to operate their warehouses and office facilities.

## Waste

	Measurement	2025	2024	2023	GRI
Hazardous waste <sup>2,3</sup>	tonnes	17.2	15.3	47.5	306-3
Landfill waste	tonnes	225	311	162.1	306-5
Diverted from Landfill <sup>4</sup>	tonnes	11	13	-	306-4

<sup>2</sup>Waste is defined as an unwanted substance or mixture of substances that results from distribution or blending activities.

<sup>3</sup>The definitions of hazardous and non-hazardous waste are defined by local jurisdiction where the waste is generated. Hazardous waste includes both liquid and solid.

<sup>4</sup>Waste Diverted from Landfill consists of food waste that was sent to a third-party facility that upcycles food waste to animal feed.

# 2025 Performance Data

The 2025 and 2024 Performance Data is based upon Quadra’s fiscal year (Oct 1- Sept 30) vs previously reported calendar year (2023).

## Safety & Training

Safety					
	Measurement	2025	2024	2023	GRI
Fatalities <sup>1</sup>	#	0	0	0	403-9
Lost Time Injuries	#	0	1	3	
Lost Time Incident Frequency (LTIF)	#	0	0.31	0.4	
Lost Days <sup>2</sup>	#	0	5	94	
First Aid Incidents <sup>3</sup>	#	7	6	10	
Total Km Driven	km	3,150,787	3,054,494	2,950,020	
Vehicle Incident Rate <sup>4</sup>	Incidents/1,000,000 km	0.63	2.61	0.66	
Near Misses	#	241	357	344	
Training & Education					
	Measurement	2025	2024	2023	GRI
Average training per employee <sup>5</sup>	hrs	12.5	9.4	10	404-2

<sup>1</sup>Quadra defines a fatality as a workplace death involving an employee.

<sup>2</sup>The number of working days lost beyond the date of the incident.

<sup>3</sup>First aid treatment is a one-time, short-term treatment that requires little technology or training to administer.

<sup>4</sup>Includes both preventable and non-preventable vehicle incidents.

<sup>5</sup>Excludes cybersecurity training

## People-Community

	Measurement	2025	2024	2023	GRI
Regional contributions to registered charities <sup>6</sup>	\$ CAD	68,468	70,000	90,208	413-1
Regional contributions to registered charities	\$ USD	20,000	20,000	20,000	
Employee volunteer hours	hrs	221	606	-	

<sup>6</sup>Donations to registered charities include regional office donations and corporate donations.

# 2025 Performance Data

The 2025 and 2024 Performance Data is based upon Quadra’s fiscal year (Oct 1- Sept 30) vs previously reported calendar year (2023).

## Workforce Demographics

Employee Distribution					
	Measurement	2025	2024	2023	GRI
Total Employees <sup>1</sup>	#	552	528	515	2-7
Male	%	46	46	47	
Female	%	54	54	53	
Full Time Employees <sup>2</sup>	#	531	513	500	
Canada	#	472	456	445	
US	#	59	57	55	
Part Time Employees <sup>3</sup>	#	3	1	1	
Canada	#	3	1	1	
US	#	0	0	0	
Contractors <sup>4</sup>	#	18	14	14	
Canada	#	18	14	14	
US	#	0	0	0	
Employee Age Profile <sup>5</sup>					
	Measurement	2025	2024	2023	GRI
Ages 18-24	%	2	2	2	405-1
Ages 25-34	%	18	19	20	
Ages 35-44	%	23	21	24	
Ages 45-54	%	30	32	31	
Ages 55-64	%	23	22	21	
Ages 65+	%	3	3	2	

<sup>1</sup>Total employees includes inactive employees: those that are on unpaid leave or leave paid by province/state.

<sup>2</sup>Full Time Employee data does not include contractors, occasional/students.

<sup>3</sup>Part time employees include those that work no more than 22.5 hrs/week.

<sup>4</sup>Contractors refer to those employed on a fixed term with a defined start and end date (e.g. maternity leave replacement or occasional/students).

<sup>5</sup>The employee age profile provided includes full time, part-time, contractors and occasional/students as of September 30, 2025.

Annual totals may not equal 100% due to rounding.

# 2025 Performance Data

The 2025 and 2024 Performance Data is based upon Quadra’s fiscal year (Oct 1- Sept 30) vs previously reported calendar year (2023).

## Diversity in Leadership

Executive Management <sup>1</sup>					
	Measurement	2025	2024	2023	GRI
Male	#	6	7	8	405-1
Male	%	60	64	73	
Female	#	4	4	3	
Female	%	40	36	27	
<b>Total Executive Management</b>	<b>#</b>	<b>10</b>	<b>11</b>	<b>11</b>	
People Leaders <sup>2</sup>					
	Measurement	2025	2024	2023	GRI
Male	#	66	60	65	405-1
Male	%	63	63	63	
Female	#	38	36	38	
Female	%	37	37	37	
<b>Total Number of Leaders</b>	<b>#</b>	<b>104</b>	<b>96</b>	<b>103</b>	
Age Profile of People Leaders					
	Measurement	2025	2024	2023	GRI
25-34	%	8	5	n/a	405-1
35-44	%	18	17	n/a	
45-54	%	46	49	n/a	
55-64	%	27	28	n/a	
65+	%	1	1	n/a	

<sup>1</sup>Executive Management at Quadra includes President & CEO, Senior Vice Presidents, Vice Presidents, Chief Financial Officer and Chief Digital Officer.

<sup>2</sup>People leadership at Quadra includes Directors, Managers, Supervisors, Team leads and any other role that has at least 1 direct report. Does not include Executive Management.

Annual totals may not equal 100% due to rounding.

# 2025 Performance Data

The 2025 and 2024 Performance Data is based upon Quadra’s fiscal year (Oct 1- Sept 30) vs previously reported calendar year (2023).

## Creation & Turnover

Employment Creation						
	Measurement	2025	2024	2023	GRI	
Total Employees	#	78	67	63	401-1	
Male	%	37	52	48		
Female	%	63	48	52		
New Hires by Age Group <sup>1</sup>						
18 - 24	%	3	9	11		
25-34	%	32	27	29		
35-44	%	33	15	22		
45-54	%	21	37	22		
55-64	%	10	12	16		
65+	%	1	0	0		
Employee Turnover Rate						
	Measurement	2025	2024	2023	GRI	
Employee Voluntary Turnover Rate <sup>2</sup>	%	8	7	6	401-1	
Employee Involuntary Turnover Rate <sup>3</sup>	%	3	3	4		
Employee Voluntary Turnover Canada	%	7	7	6		
Employee Voluntary Turnover US	%	16	4	6		

<sup>1</sup> New Hires include employees that were permanently hired during the period.

<sup>2</sup> Voluntary turnover includes employees who retired or resigned from employment at Quadra. Does not include termination of contractors and occasional students.

<sup>3</sup> Involuntary turnover includes severances and layoffs.

# GRI Index

# GRI Index

Disclosure #	Description	Cross Reference
<b>The Organization and Its Reporting Practices</b>		
2-1	Organizational details	Corporate Overview
2-2	Entities included in the organization’s sustainability reporting	About This Report
2-3	Reporting period, frequency, and contact point	About This Report
2-4	Restatements of information	No information was restated in this report
2-5	External assurance	Environmental Impacts

Disclosure #	Description	Cross Reference
<b>Activities and Workers</b>		
2-6	Activities, value chain and other business relationships	Connecting Global Supply Chains Corporate Overview
2-7	Employees	Supporting Employee Experience, Growth, and Collaboration
2-8	Workers who are not employees	Supporting Employee Experience, Growth, and Collaboration
2-9	Governance structure and composition	Ethical Business Practices, Governance, & Logistics
2-10	Nomination and selection of the highest governance body	We do not currently disclose this information
2-11	Chair of the highest governance body	Ethical Business Practices, Governance, & Logistics
2-12	Role of the highest governance body in overseeing the management of impacts	Ethical Business Practices, Governance, & Logistics
2-13	Delegation of responsibility for the management of impacts	Ethical Business Practices, Governance, & Logistics
2-14	Role of the highest governance body in sustainability reporting	Ethical Business Practices, Governance, & Logistics
2-15	Conflicts of interest	Risk Management
2-16	Communication of critical concerns	Risk Management
2-17	Collective knowledge of the highest governance body	Ethical Business Practices, Governance, & Logistics
2-18	Evaluation of the performance of the highest governance body	We do not currently disclose this information
2-19	Remuneration policies	Supporting Employee Experience, Growth, and Collaboration
2-20	Process to determine remuneration	Supporting Employee Experience, Growth, and Collaboration
2-21	Annual total compensation ratio	We do not currently disclose this information

Disclosure #	Description	Cross Reference
<b>Strategies, Policies, and Practices</b>		
2-22	Statement on sustainable development strategy	Sustainability
2-23	Policy commitments	Supporting Employee Experience, Growth, and Collaboration
2-24	Embedding policy commitments	About This Report Ethical Business Practices, Governance, & Logistics
2-25	Process to remediate negative impacts	Ethical Business Practices, Governance, & Logistics
2-26	Mechanisms for seeking advice and raising concerns	Ethical Business Practices, Governance, & Logistics
2-27	Compliance with laws and regulation	Regulatory Compliance and Product Stewardship
2-28	Membership associations	Industry Memberships and Affiliations
2-29	Approach to stakeholder engagement	Stakeholders
2-30	Collective bargaining agreements	Supporting Employee Experience, Growth, and Collaboration
<b>Material Topics</b>		
3-1	Process to determine material topics	Focus Areas
3-2	List of material topics	Focus Areas
3-3	Management of material topics	Focus Areas

Disclosure #	Description	Cross Reference
<b>Economic Performance</b>		
201-1	Direct economic value generated and distributed	We do not currently disclose this information
201-2	Financial implications and other risks and opportunities due to climate change	We do not currently disclose this information
201-3	Defined benefit plan obligations and other retirement plans	We do not currently disclose this information
<b>Market Presence</b>		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	We do not currently disclose this information
202-2	Proportion of senior management hired from the local community	We do not currently disclose this information
<b>Indirect Economic Impacts</b>		
203-1	Infrastructure investments and services supported	About This Report President and CEO Statement
203-2	Significant indirect economic impacts	We do not currently disclose this information
<b>Procurement Practices</b>		
204-1	Proportion of spending on local suppliers	We do not currently disclose this information
<b>Anti-Corruption</b>		
205-1	Operations assessed for risks related to corruption	Risk Management
205-2	Communication and training about anti-corruption policies and procedures	Risk Management
205-3	Confirmed incidents of corruption and actions taken	Risk Management

Disclosure #	Description	Cross Reference
<b>Anti-Competitive Behaviour</b>		
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Risk Management
<b>Tax</b>		
207-1	Approach to tax	We do not currently disclose this information
207-2	Tax governance, control, and risk management	We do not currently disclose this information
207-3	Stakeholder engagement and management concerns related to tax	We do not currently disclose this information
207-4	Country-by-country reporting	We do not currently disclose this information
<b>Energy</b>		
302-1	Energy consumption within the organization	2025 Performance Data
302-2	Energy consumption outside the organization	Scope 3 emissions assessed, not disclosed
302-3	Energy intensity	We do not currently disclose this information
302-4	Reduction of energy consumption	Environmental Impacts
302-5	Reductions in energy requirements of products and services	Not applicable

Disclosure #	Description	Cross Reference
<b>Water and Effluents</b>		
303-1	Interactions with water as a shared resource	Environmental Impacts
303-2	Management of water discharge-related impacts	Environmental Impacts
303-3	Water withdrawal	2025 Performance Data
303-4	Water discharge	Environmental Impacts
303-5	Water consumption	2025 Performance Data
<b>Emissions</b>		
305-1	Direct (scope 1) greenhouse gas emissions	Environmental Impacts
305-2	Energy indirect (scope 2) greenhouse gas emissions	Environmental Impacts
305-3	Other indirect (scope 3) greenhouse gas emissions	Scope 3 emissions assessed, not disclosed
305-4	Greenhouse gas intensity	We do not currently disclose this information
305-5	Reduction of greenhouse gas emissions	Environmental Impacts
305-6	Emissions of ozone depleting substances (ODS)	We do not currently disclose this information
305-7	Nitrogen oxide, sulfur oxide, and other air emissions	2025 Performance Data

Disclosure #	Description	Cross Reference
<b>Waste</b>		
306-1	Waste generation and significant waste-related impacts	Environmental Impacts
306-2	Management of significant waste-related impacts	Environmental Impacts
306-3	Waste generated	2025 Performance Data
306-4	Waste diverted from disposal	Environmental Impacts
306-5	Waste directed to disposal	2025 Performance Data
<b>Supplier Environmental Assessment</b>		
308-1	New suppliers that were screened using environmental criteria	Responsible Procurement: Strengthening Supply Chain Integrity Through Collaboration
308-2	Negative environmental impacts in the supply chain and actions taken	Quadra Group has not identified any negative environmental impacts in our supply chain in 2025
<b>Employment</b>		
401-1	New employee hires and employee turnover	2025 Performance Data
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	We do not currently disclose this information
401-3	Parental leave	We do not currently disclose this information
<b>Labour Management Relations</b>		
402-1	Minimum notice periods regarding operational changes	Not applicable

Disclosure #	Description	Cross Reference
<b>Occupational Health and Safety</b>		
403-1	Occupational health and safety management system	Health and Safety
403-2	Hazard identification, risk assessment, and incident investigation	Health and Safety
403-3	Occupational health services	Health and Safety
403-4	Worker participation, consultation, and communication on occupational health and safety	Health and Safety
403-5	Worker training on occupational health and safety	Health and Safety
403-6	Promotion of worker health	Health and Safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationship	Health and Safety
403-8	Workers covered by an occupational health and safety management system	Health and Safety
403-9	Work-related injuries	2025 Performance Data
403-10	Work-related ill health	We do not currently disclose this information
<b>Training and Development</b>		
404-1	Average hours of training per year per employee	Supporting Employee Experience, Growth, and Collaboration
404-2	Programs for upgrading employees' skills and transitions assistance programs	Supporting Employee Experience, Growth, and Collaboration
404-3	Percentage of employees receiving regular performance and career development reviews	Supporting Employee Experience, Growth, and Collaboration

Disclosure #	Description	Cross Reference
<b>Diversity, Equity, and Inclusion</b>		
405-1	Diversity of governance bodies and employees	2025 Performance Data
405-2	Ratio of basic salary and remuneration of women to men	We do not currently disclose this information
<b>Non-Discrimination</b>		
406-1	Incidents of discrimination and corrective actions taken	Quadra Group has not identified any incidents of discrimination that required corrective action in 2025
<b>Freedom of Association and Collective Bargaining</b>		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be a risk	We do not currently disclose this information
<b>Child Labour</b>		
408-1	Operations and suppliers at significant risk for incidents of child labour	Responsible Procurement: Strengthening Supply Chain Integrity Through Collaboration
<b>Forced or Compulsory Labour</b>		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Responsible Procurement: Strengthening Supply Chain Integrity Through Collaboration
<b>Security Practices</b>		
410-1	Security personnel trained in human rights policies of procedures	Not applicable
<b>Rights of Indigenous Peoples</b>		
411-1	Incidents of violations involving rights of Indigenous Peoples	Indigenous Engagement

Disclosure #	Description	Cross Reference
<b>Local Communities</b>		
413-1	Operations with local community engagement, impact, assessments and development programs	Community Outreach
413-2	Operations with significant actual and potential negative impacts on local communities	Not applicable
414-1	New suppliers that were screened using social criteria	Responsible Procurement: Strengthening Supply Chain Integrity Through Collaboration
<b>Supplier Social Assessments</b>		
414-2	Negative social impacts in the supply chain actions taken	Responsible Procurement: Strengthening Supply Chain Integrity Through Collaboration
<b>Public Policy</b>		
415-1	Political contributions	Not applicable
<b>Customer Health and Safety</b>		
416-1	Assessment of the health & safety impacts of product and service categories	We do not currently disclose this information
416-2	Incidents on non-compliance concerning the health & safety impacts of products and services	Regulatory Compliance and Product Stewardship
<b>Marketing and Labelling</b>		
417-1	Requirements for product and service information and labeling	Regulatory Compliance and Product Stewardship
417-2	Incidents of non-compliance concerning product and service information and labeling	Regulatory Compliance and Product Stewardship
417-3	Incidents on non-compliance concerning marketing communications	Customer Service: Strengthening Transparency, Efficiency, & Customer Alignment
<b>Customer Privacy</b>		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Cybersecurity

## Contact Us

If you have any inquiries concerning the  
2025 Sustainability Report, please contact  
[sustainability@quadragroup.com](mailto:sustainability@quadragroup.com)

Quadra  
Head Office  
3901 F.X. Tessier  
Vaudreuil-Dorion, Québec  
Canada J7V 5V5

