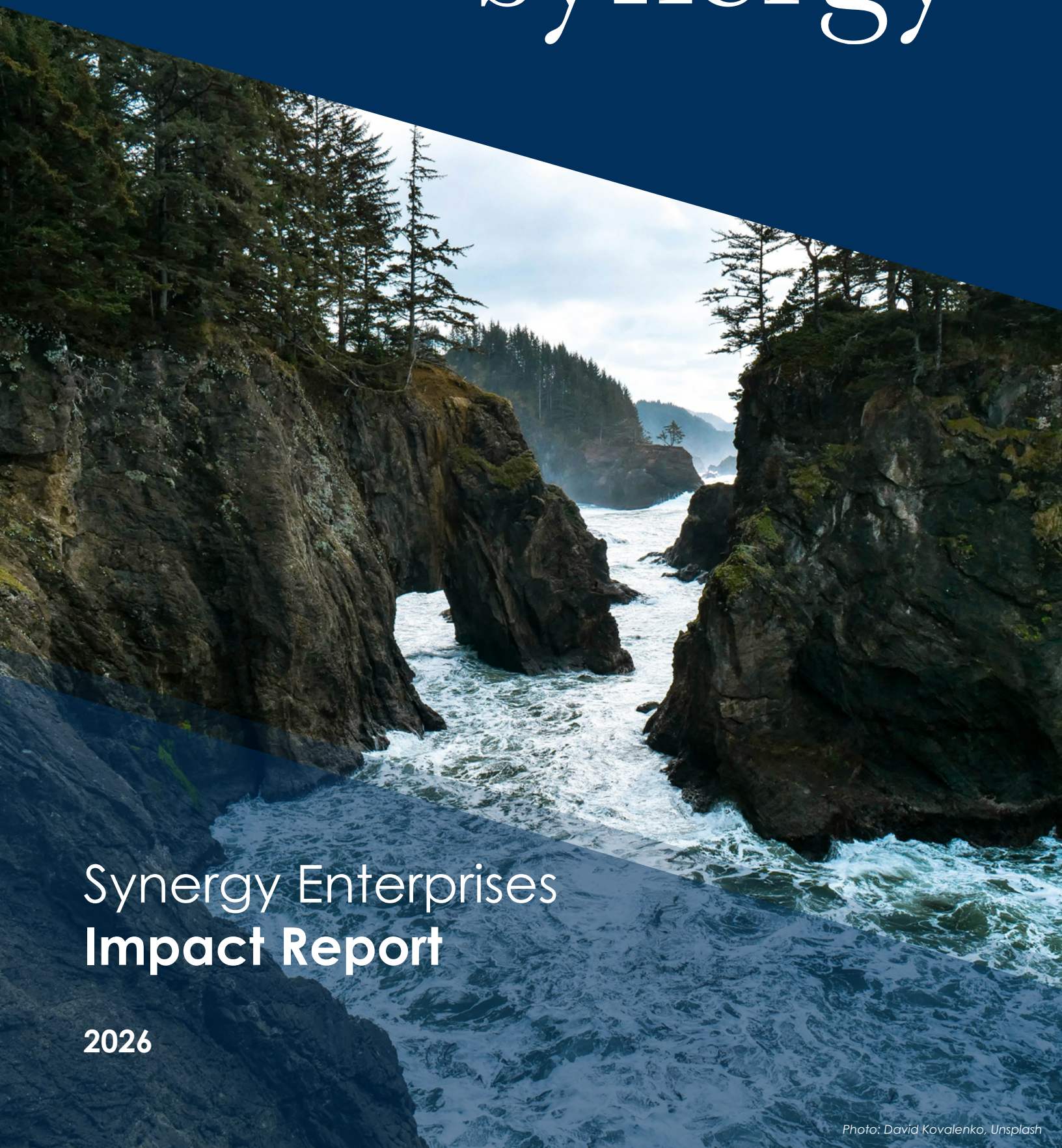
synergy



Synergy Enterprises
Impact Report

2026

Photo: David Kovalenko, Unsplash

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Synergy Enterprises is honoured to be based on the traditional, unceded territories of the Lək̓ʷəŋən speaking peoples of the Songhees Nation, Xʷsepsəm Nation, and W̱SÁNEĆ peoples, whose historical relationships with the land continue to this day.



About This Report

Our mission is rooted in empowering businesses to lead in corporate climate action, but our impact extends far beyond the work we do with clients. It includes the growth and wellbeing of our team, our contributions to the communities we serve, and our own commitment to environmental stewardship and climate leadership.

This report showcases our progress in these areas, highlighting the environmental, social, and governance outcomes of our work and operations. While the report focuses primarily on recent years, it also includes achievements and milestones that reflect our journey since Synergy was founded in 2007.

Mission Statement:

To Empower Climate Action

Vision:

A regenerative economy that facilitates the restoration of natural ecosystems and social equality while treading lightly on the planet.

About Synergy

At Synergy Enterprises, we empower businesses and organizations to lead in climate action. We are corporate sustainability management firm based in Victoria, B.C., founded on the principle that business can make a positive impact on the planet. We work with leading organizations to mobilize climate action around the globe. While Synergy works in many sectors, we focus on sectors with high potential to decarbonize in the coming years, including marine, aviation, critical minerals, and tourism.

We are proud to be a signatory of the Glasgow Declaration and declare our shared commitment to transforming tourism to deliver effective climate action. We support the global commitment to halve emissions by 2030 and reach Net Zero as soon as possible before 2050.



Photo: Robbie Down, Unsplash

Open-Mindedness

We approach every conversation and challenge with curiosity, empathy, and a genuine desire to understand. We believe everyone has something valuable to contribute.

Empowerment & Leadership

We build leadership in others by sharing knowledge, creating space, and championing growth; for our team, our clients, and our partners. Our clients become leaders in their sector, our team are leaders at work.

Integrity

We follow through on our commitments and lead with honesty, accountability, and transparency to build lasting trust.

Win-Win Solutions

Inspired by nature's abilities to form symbiotic relationships to create thriving ecosystems, We design solutions that create value for both businesses and the planet.

"Win-win is not a tactic - it is a philosophy."
-Stephen Covey, 7 Habits

Curiosity & Creativity

We approach work with a proactive mindset, optimism, and courage. Curiosity and creativity are essential skills for problem-solving and driving positive change. They are the bedrock of innovation at Synergy.

Collective Wellbeing

We thrive together by nurturing a culture of trust, support, fulfillment, and genuine care in which all team members, peers, and partners feel valued and empowered.

Photo: Eleanore Fiore, Unsplash

Synergy By The Numbers

Over the past 5 years, Synergy has grown significantly, from the size of our team to the reach and impact of our client network, to the decarbonization initiatives we've enabled. The following are key KPIs on how we measure our work and impact:

163.5	**Volunteer hours completed since 2022**
14	**Full time employees part of our world class team**
87,000+	**Tonnes of offset purchases facilitated**
9+ million	**Tonnes of CO_2 managed by Synergy**
$86,160,500	**Decarbonization and infrastructure funding secured on behalf of our clients**
450	**GHG measurements complete**
214	**Organizations worked with**

Photo: Linda Xu, Unsplash



When we founded Synergy Enterprises, we did so on a simple belief: that business can be one of the most powerful forces for good on the planet. Many years later, that belief has been proven again and again, project by project, partner by partner.

We named this company Synergy for a reason. Inspired by the way ecosystems form symbiotic relationships in order to thrive, we've built our work around one question: how do we design solutions that create value for both our clients and the planet? That question shapes every GHG inventory, every decarbonization roadmap, and every carbon strategy we deliver. Over the past five years, that approach has produced real results in terms a reduced emissions and resilient businesses, as you will see throughout this report.

Behind the numbers shown in this report, the bedrock of our work is relationships built on integrity: following through, being transparent about what's working and what isn't, and earning trust deliberately. Behind every strategy is a team that leads with curiosity and creativity, willing to ask hard questions and propose bold solutions. And behind every client outcome is our commitment to empowerment; we build leadership, so our clients become leaders in their sectors, and our team become leaders in their careers.

This Impact Report reflects where we've made progress, and where we still have work to do. Climate action isn't a single milestone; it's an ongoing practice. We're grateful to be on this path with our clients and partners, and we're just getting started.

- Jill Doucette, CEO & Founder

Photo: Matt Drenth, Unsplash



Our Work

Sector Focuses

Synergy concentrates our work in four key sectors: tourism, aviation, critical minerals, and marine, as these industries represent some of the greatest opportunities for decarbonization. By focusing our expertise where the potential for emissions reduction is highest, we can make the greatest possible contribution to climate action and advance our mission of empowering climate action.









Tourism

Tourism is where Synergy began, and it remains a core focus of our work. We were among the world's first organizations to calculate a regional destination's full carbon footprint, and that spirit of innovation continues to guide our work today. We believe tourism has a unique ability to influence positive change in a region. Destination Management Organizations (DMOs), tour operators, travel brands, and industry associations can unite stakeholders around a shared vision, promote sustainable practices, and help shape policies that support regenerative tourism. For over a decade, we have helped destinations and tourism businesses turn that vision into action, embedding sustainability into operations, planning, and storytelling to create lasting impact.

Client Profiles

- **Destination Management Organizations (DMOs)**
- **Tourism Operators**
- **Global Travel Brands**
- **International Tourism Assocations**

Impact:

Signatory of the Glasgow Declaration: we have signed the Glasgow Declaration as a commitment to decarbonizing the tourism industry and reaching Net Zero emissions before 2050.

Jill Doucette: Tourism Person of the Year, 2026: For all her work and the work Synergy has done in the tourism industry, Jill Doucette was named Tourism Person of the Year in 2026.

Founding partner of IMPACT: Sustainability in Travel and Tourism Conference: A conference dedicated to increasing the sustainability of the tourism industry.

Photo: Andrew Coelho, Unsplash

Tourism - Client Highlights

Inn at Laurel Point- First Carbon Neutral Hotel in Canada: Synergy has worked with Inn at Laurel Point in all aspects of organizational sustainability. In their words: "Synergy is a seamless extension of our team. Not only do they work with us on reducing and auditing our environmental footprint, they help us tell our story in a meaningful and relevant way both internally to our colleagues and externally to our guests."

Read the Full Case Study

IAATO – Antarctic Tour Operator GHG Inventories: Synergy has conducted GHG emissions inventories for IAATO's member operators, supporting their mission for environmentally responsible travel in Antarctica.

Read the Full Case Study

Pacific Northwest Transportation Services – 50%+ GHG Reduction in 7 Years: Reduced GHG emissions by over 50% in seven years, putting them ahead of Paris Agreement targets. PNWTS became a B Corp, and their sustainability reputation means they no longer compete for talent – they stopped doing job fairs because applicants come to them.

Travelopia & Global Travel Brands: Synergy has worked with Travelopia, one of the world's largest travel groups, on sustainability across multiple brands and assets globally.



"Synergy is an exceptional organization, combining professionalism with deep expertise across their entire team."

– Eagle Wing Tours

Photo: Hennadii Hryshyn, Unsplash

Aviation

Synergy has worked with over 25 airports across Canada and internationally, as well as airlines, aircraft manufacturers, and industry associations. Synergy serves as an extension of the sustainability department with deep expertise across the aviation industry, adding capacity for climate measurement, sustainability reporting, board reporting, stakeholder communications, implementation projects, and funding applications.

ACA verifications complete: +70

Client Profiles

Airports
Regional through international airports across Canada and the Caribbean

Air Carriers
Helicopter companies, fixed-wing operators, and large commercial carriers

Aircraft Manufacturers & Supply Chain

Industry Associations

Impact:

ACA Verification Leader: One of the first ACA verifiers in Canada and the firm with the most experience conducting ACA verification for Canadian airports.

Master Planning Integration: Embedded climate, energy, and resilience considerations into long-term airport planning, ensuring decarbonization is aligned with growth and capital programs.

ESG & Climate Leadership Training: Created and delivered a purpose-built ESG and climate leadership training program for boards and senior leadership at airports.

Photo: Ross Parmly, Unsplash

Aviation - Client Highlights

Case study: GHG Modeling That Drives Decisions – YLW (Kelowna): Created a scenario-based emissions model with adjustable variables for airport managers. This enabled Kelowna Airport to remove natural gas from the planned heat source for their new terminal and redesign the mechanical system to install geothermal below the new parking lot.

Read the Full Case Study

YYJ (Victoria) – 12-Year Sustainability Partnership: Supported three consecutive four-year sustainability plans over 12 years. The program began as an Environmental Management Plan and grew into a full Sustainability Plan.

Read the Full Case Study

De Havilland: Conducted cradle-to-grave lifecycle GHG emissions assessments for flagship aircraft model CI-415EAF to quantify product-level impacts.

Carson Air: Our team worked with Carson Air to measure their greenhouse gas emissions for aircraft and base operations. We completed a detailed decarbonization strategy, supporting the organization in setting carbon reduction goals related to operations and aircraft efficiency.



"I have had the opportunity to work with Synergy on several projects while working at Edmonton Airports, AB and have consistently been impressed by the value they bring. They are incredibly flexible, responsive, and able to deliver high-impact work in a very cost-effective way."

- Edmonton Airports

Photo: Jens Kreuter, Unsplash

Critical Minerals

Critical minerals are essential to the clean energy transition; they are required to build renewable electricity, batteries, electronics, and electric vehicles. Synergy works with mining and resource companies across Canada to help them extract these minerals in an environmentally responsible way. Our clients include early-stage and mid-sized operators without full ESG teams, Indigenous partnerships and economic development groups tied to natural resource projects, where we act as an extension of their sustainability function, supporting reporting, planning, funding, and implementation.

Project Types

Exploration Stage GHG Inventory:

Scope 1, 2, and 3 emissions baseline aligned with the GHG Protocol, to demonstrate climate action and awareness of carbon from the start of exploration.

Life of Mine (LoM) Emissions Modeling:

Full-lifecycle emissions projections benchmarked against industry averages, structured around the tonnes of CO_2 per unit metric that OEMs and offtake partners require.

Corporate Sustainability Plan:

ESG strategies covering climate, environmental stewardship, Indigenous engagement, and governance; the foundation for funding applications and investor conversations.

Decarbonization Strategy & Planning:

Phased action plans identifying the highest-impact emissions reduction opportunities, with associated costs and reduction potential at each stage.

US COPPER CORP
VOYAGER Metals Inc.
Sasquatch Resources
FRONTIER LITHIUM
FORAN MINING CORPORATION
ASCENDANT RESOURCES INC.
FIREWEED METALS
KODIAK COPPER
BLACKSWAN GRAPHENE
MAGNA MINING INC.

Critical Minerals - Client Highlights

Foran Mining (Copper, Northern Saskatchewan): One of the Canadian federal government's key investments. Synergy acted as a full-service sustainability department, conducting planning, measurement, environmental impact forecasting, and renewable energy feasibility.

Fireweed Metals (Yukon): Zinc-lead project in the Yukon with Synergy supporting ESG strategy and decarbonization planning.

Magna Mining (Sudbury, Ontario): Nickel operations in Sudbury including electric trolley planning to decarbonize on-site transportation.

Sasquatch Resources (British Columbia): Mining waste rock from legacy mine sites. Preliminary findings showed extracted minerals with approximately 56% lower GHG impact than the Canadian average (weight equivalent).

Black Swan Graphene (Quebec): Supported carbon impact assessment of new plant operations and graphene as a low-carbon input to final products.



Photo: Dominik Vanyi, Unsplash

Marine

For more than a decade, Synergy has worked with ports, marinas, and marine and cruise operators across Canada and internationally. We help organizations measure emissions, identify practical decarbonization opportunities, secure funding, and build sustainability into operations and long-term planning. Our goal is to help marine organizations accelerate climate action while strengthening business performance. Because marine organizations influence complex networks of passengers, suppliers, communities, and infrastructure, climate action in this sector can create impact far beyond a single operation.

Client Profiles

Port Authorities
Operators of major ports

Marinas & Marine Facilities
sustainability integration in operations

Cruise Operators
From boutique operators to globally recognized brands

Industry Associations
Large member-based organizations

Impact:

Green Marine Partner: Partnered with Green Marine International to advance decarbonization within the industry.

Educating Operators: Hosted webinars and workshops in collaboration with Vancouver Maritime Centre for Climate and Moffat & Nichol to provide in-depth and practical solutions for decarbonization.

Shore Power Funding Leadership: Supported several successful applicants in securing federal funding for shore power.

Royal Caribbean International · VMCC · Green Marine International Partner · SSA Marine · IAATO · PortMiami · Greater Victoria Harbour Authority · BARK EUROPA · Port of Vancouver · Whale & Wildlife Watching Eagle Wing Tours · Adventure Canada · Port Charlottetown Prince Edward Island, Canada

Marine - Client Highlights

Case Study: GVHA 5 Year Sustainability Plan: Worked with the GVHA team to define what sustainability looks like for the organization and to put together targets and actions across biodiversity, infrastructure, waste management, education, and decision-making.

Read the Full Case Study

Royal Caribbean – First Net-Zero Asset Plan in the Bahamas: Created the first net-zero plan for one of Royal Caribbean's key assets. This resulted in a switch to biodiesel, a redesigned renewable energy system, and on-site waste management that dramatically cut disposal costs.

Case study: Eagle Wing Tours: Since 2010, Eagle Wing has been a long-term client measured annually by Synergy, with support including a decarbonization strategy and action plan, a nature strategy and action plan, and an application to Canada's Net Zero Challenge, among other initiatives. They went from a small tertiary player to the #1 operator, winning awards and significant recognition in the process.

Read the Full Case Study

Adventure Canada: Worked on annual GHG Inventories and calculated CO_2e emissions per guest for offset option.



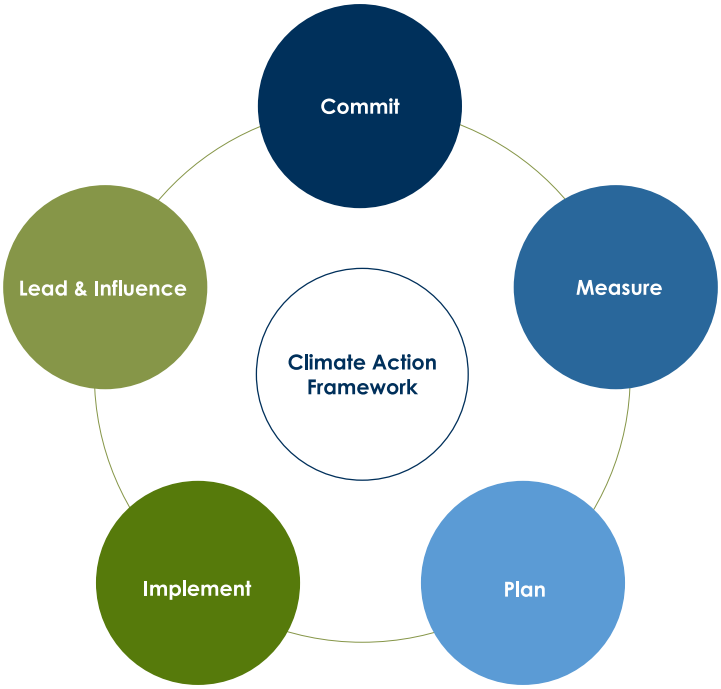
We work hand in hand with Synergy and have reduced our carbon footprint by 40%. We couldn't have done it without them

-SSA Marine

Photo: Designcue, Unsplash

Synergy Climate Action Partner Program

The Synergy Climate Action Partner (CAP) Program is a structured, supportive framework that helps organizations measure, plan, decarbonize, and act on their sustainability commitments in a way that is transparent, credible, and meaningful. In 2025, we created this program in response to Bill C-59 as a tool for clients who wanted to communicate their climate action initiatives with confidence. It moves beyond carbon-neutral claims by recognizing a wide range of actions that contribute to decarbonization and long-term climate progress. The program provides structured support, practical guidance, and measurable progress, meeting clients where they are, helping them take credible steps forward while maintaining public trust and accountability.



Our Partners

The CAP Program is designed to fit the organization, acting as a true fractional sustainability team. Partners join at different stages of their climate journey, and the program adapts to their size, sector, and goals, supporting each step forward at a pace that makes sense for them. We are proud of the organizations that have already joined, and grateful for their commitment to transparent, credible climate action. Together, they are showing that meaningful progress takes many forms, and that every step counts.

Meet Our CAP Partners

Plans To Grow The Community

Looking ahead, Synergy plans to grow the CAP Program by hosting regular events that bring members together to collaborate on climate action. We also aim to sign on additional partners, expanding our collective ability to drive decarbonization, strengthen climate transparency, and build recognition for the program across multiple industries.

Synergy Academy

Synergy Academy is a new learning platform created by Synergy Enterprises to make real-world sustainability knowledge more accessible and actionable for the business community. Our courses empower executives, professionals, teams, and emerging leaders to integrate sustainability into their operations, strategy, and decision-making processes. Through flexible formats, expert-led content, and real-world insights, we help participants navigate complexity, identify solutions for their business or sector, and lead with impact.

Since the Academy's launch in 2025, Synergy has delivered courses across sectors to a wide audience. Courses offered to date include:

Aviation Leadership & Board Training: Climate, ESG & Governance: Delivered in collaboration with the BC Aviation Council, these sessions equip aviation executives with the tools and frameworks needed to lead ESG strategy in their organizations.

Tourism Destination Management Organization Sustainability Training Course: Delivered as a 5-module virtual workshop series, this course teaches DMO's practical tools to guide their destinations toward regenerative tourism practices.

Tourism Operator Sustainability Training Course: Delivered as a 5-module virtual workshop series, this course gives tourism operators hands-on strategies to build more sustainable, resilient operations.

Maritime Decarbonization Training: Actionable Insights & Strategies (with VMCC): Created in partnership with the Vancouver Maritime Centre for Climate, this 5-module, 1.5-hour virtual workshop series equips maritime professionals with actionable strategies to decarbonize their operations.

Regenerative Tourism Client Intensive Training (Tofino, Ucluelet, Pacific Rim, Nanaimo, Port Alberni): In-person, regional intensive workshops that bring tourism operators and destination leaders together to apply regenerative tourism principles within their local context.

Courses Hosted: 11

Total Students Taught: 118

"Synergy delivered ESG and Sustainability training that was both professional and engaging, striking the perfect balance between high-level insights and clear, detailed explanations. The content was presented in a way that ensured everyone understood its importance—10/10, I would highly recommend them."

Adrian Nyland Director, Innovation, Facilities and IT Victoria Airport Authority



Our Community

Our Team

About Us

At Synergy, our team of sustainability professionals brings together technical expertise, strategic thinking, and a shared commitment to climate action. We are small but mighty, delivering impact through a diverse range of skills and experience that help organizations turn sustainability goals into meaningful action.

Our technical experts bring experience in areas such as emissions measurement, renewable energy, marine and aviation decarbonization, Airport Carbon Accreditation verification, sustainability reporting, and data visualization. Our client services team works alongside organizations to develop practical solutions, build internal capacity, and deliver lasting results.

Caring For Our Team

We believe in building mutually beneficial careers. We strive to create a high-impact, high-performance work environment full of happy, healthy, and successful people. We invest in our team through ongoing career and professional development conversations, helping employees explore their long-term goals and identify opportunities for growth. To support wellbeing, flexibility, and work-life balance, we offer:

- Living wages
- Parental leave top up
- Remote work and flexible scheduling options
- Flex Fridays, allowing staff to bank time throughout the week and take additional time off
- Paid volunteer time
- 40 hours of annual professional development time

What connects us is a shared belief that businesses can be a force for positive change. Our team is passionate about climate action both inside and outside of work, and we are committed to fostering a workplace that supports learning, professional growth, wellbeing, and collaboration. By investing in our people, we strengthen our ability to help clients and communities create a more sustainable future.



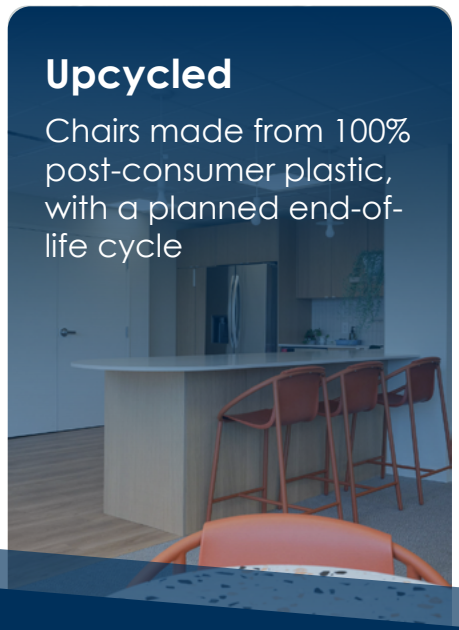
The Synergy Centre

Our office space reflects our dedication to sustainability. We've designed and built our workspace with the environment in mind, incorporating materials that minimize waste and support circular practices:



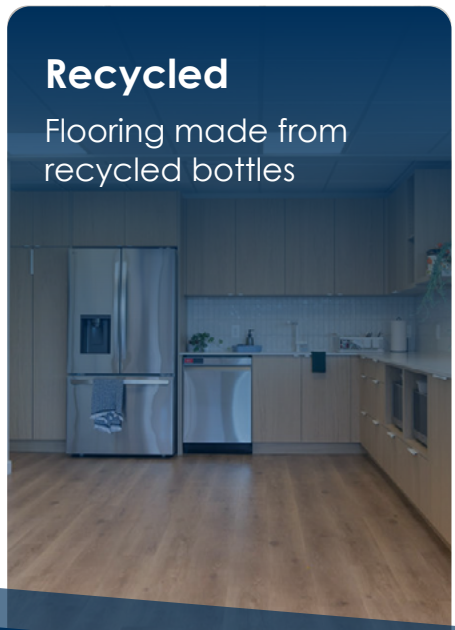
Reused

Indoor plant pots created from recycled tires and ocean plastic



Upcycled

Chairs made from 100% post-consumer plastic, with a planned end-of-life cycle

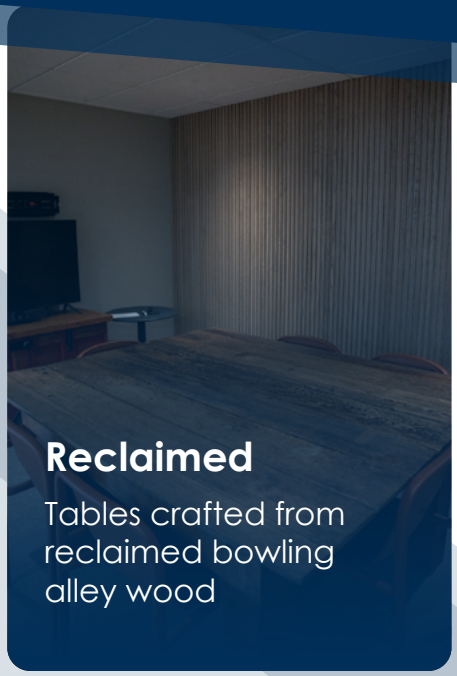


Recycled

Flooring made from recycled bottles

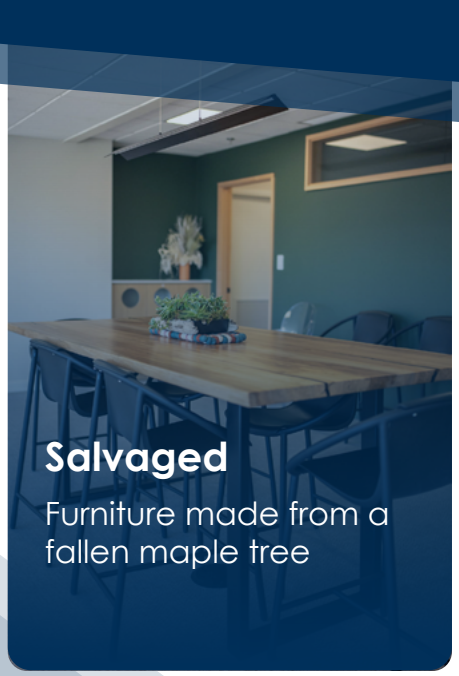
Centre for Collaboration

We are building out the Synergy Centre as a space to foster collaboration within the sustainable business community. This includes shared workspaces for individuals and small businesses, as well as bookable meeting rooms and event space for partners and industry professionals to connect and collaborate on climate action. Our goal is to bring people from across the industry together to drive collaboration and the pace of climate progress.



Reclaimed

Tables crafted from reclaimed bowling alley wood



Salvaged

Furniture made from a fallen maple tree



Regenerative

Pollinator & food garden on our patio

Synergy Foundation

Synergy Enterprises founded Synergy Foundation in 2013 to lead the transition towards a regenerative economy. The foundation has supported hundreds of businesses through innovative projects and forward-thinking initiatives, transforming promising ideas into impactful actions.

Project Zero

Since 2019, Project Zero has been catalyzing the transition to a circular economy. Its Incubator supports early-stage entrepreneurs building new circular businesses from the ground up. The Accelerator works with existing businesses to increase circularity.
Project Zero also runs Circular Economy Essentials, a self-paced online course that gives businesses practical tools to apply circular practices in their day-to-day operations.
In 2025, Project Zero launched its 7th BC Incubator cohort, expanded its Circular Economy Accelerator program, and ran a regional incubator in partnership with econext.

PROJECT ZERO

Accelerator:

3,334 circular opportunities recommended

$1.45 million potential annual savings

Incubator:

107+ Circular ventures

175+ jobs created

$24+ million revenue generated

BC Green Business

The BC Green Business certification program offers one-on-one support, combining sustainability assessments with customized recommendations aligned to each business's operations, budget, and stage in its sustainability journey. The program delivers cost savings, reduced environmental impact, and enhanced social responsibility. BC Green Business also hosts the Small Business, Big Impact event series, designed to bring together leaders in the circular economy to share ideas and showcase initiatives advancing sustainability in communities across the province.

BC GREEN BUSINESS

330+ Active members

31,714 tCO_2e avoided

16,290 MWh electricity conserved

11,151 tonnes waste diverted

EcoStar Awards

2025 marked the 10th anniversary of the Ecostar Awards Gala, bringing together business and community leaders from across Vancouver Island to celebrate environmental and social leadership. EcoStar recognizes businesses, non-profits, governments, and individuals whose work strengthens the Island's vibrant local economy, underscoring the role organizations of all types play in advancing a more resilient local economy.

ECOSTAR AWARDS

FED Urban Agriculture

Synergy's partners, Heidi Grantner and Jill Doucette, worked with Calen McNeil and the team at Big Wheel Burger to create a charity dedicated to urban food systems. Now in its 12th year, FED Urban Agriculture remains our charity partner, transforming the way our community connects with sustainable, local food. FED's flagship farm on Harbour Road anchors a growing network of projects including rooftop gardens, an urban learning garden, and the Blanshard Streetscape, turning underutilized urban spaces into productive growing hubs. Through its CSA program, weekly farm market, and partnerships with local chefs, FED delivers healthy food directly into the community while cutting food-system waste. Beyond growing food, FED strengthens local resilience through farm tours, workshops, and collaborations with schools and organizations, fostering a more regenerative and food-secure future for Victoria

View FED's 2025 Impact Report









Events

IMPACT: Sustainability in Travel and Tourism Conference

IMPACT is a conference co-founded by Destination Greater Victoria, Synergy Enterprises, Starrboard Enterprises, and Tartanbond, dedicated to shaping a regenerative future for tourism. This event brings together destination organizations, tourism operators, academics, policymakers, clean tech leaders, and other key stakeholders to drive meaningful change. IMPACT fosters collaboration and action-oriented discussions on sustainable tourism practices, creating a blueprint for a more regenerative industry.

50+ **Thought leaders each year**

2000+ **Attendees over 9 years**



The co-founders created IMPACT with a mission:

To propel, inspire, and showcase innovative, sustainable, and regenerative solutions, fostering positive tourism development across the globe. We invite you to join us in learning and dialogue, looking at the impact tourism has on the environmental, social, and cultural fabric of a destination.

Momentum

Momentum is a Synergy event series that fosters innovation, collaboration, and climate action. It brings together innovators, business leaders, and community changemakers to drive sustainability and create lasting impact. Each Momentum event focuses on a specific theme or sector, featuring PechaKucha-style presentations designed to spark meaningful conversations and inspire action. Since its launch in 2025, Synergy has hosted 3 Momentum events:

Synergy Sustainability Speakers

To expand our reach, educate, and foster cross-industry collaboration, we regularly speak at industry conferences and events. We have spoken at events such as the BCAC 2026 conference, IMPACT, TIAC 2026, TEDx Victoria, and Toronto Climate Week. These engagements help us expand our reach, educate audiences on sustainability, and bring climate conversations into industries and events that aren't typically centred around it.



Our Impact

Carbon Under Management

At Synergy, we measure our impact through the tons of carbon equivalent (tCO_2e) we influence. Our motivation to reduce carbon is not just driven by our clients; it's one of our own internal metrics, and we measure our success by their progress toward decarbonization. To track this, we maintain an internal database that records every tCO_2e measured through our work, from GHG inventories to ACA verifications, capturing how much carbon we influence and are responsible for helping reduce year over year. Over time, we have accumulated a large body of data, giving us a clear picture of our overall impact on carbon management and reductions. The data collected in Carbon Under Management is a key metric Synergy uses to set internal goals to measure our own success.

Equivelant to:

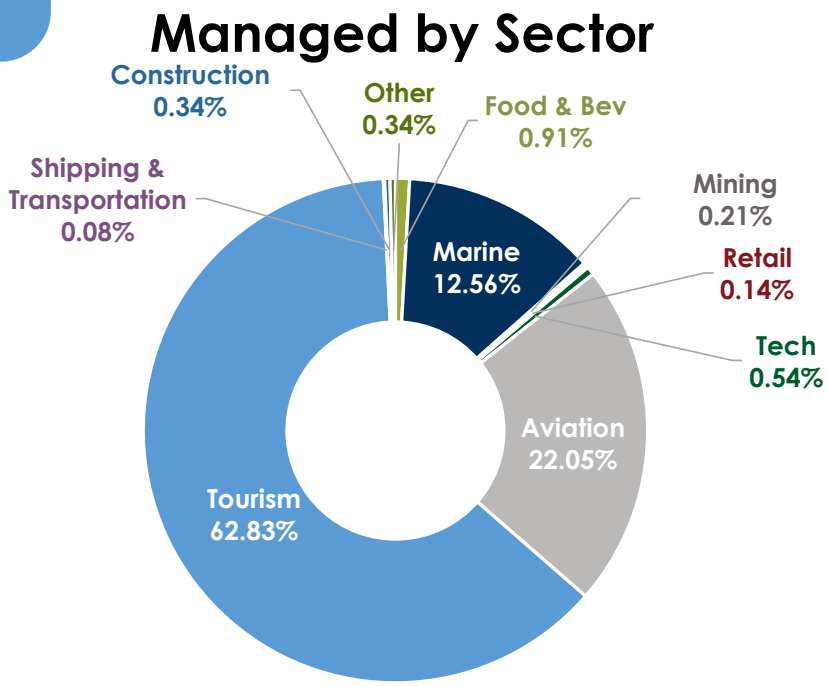
0.39% of 2024 emissions of Brazil

98 million kilograms of beef

2.8 million gas-fueled cars driven for one year

	Sector	tCO_2e
1	Tourism	5,657,828
2	Aviation	1,985,559
3	Marine	1,131,017
4	Mining	18,854
5	Other	236,241

This table and graph show tCO_2e totals broken out by sector. Over 60% of Synergy's managed emissions come from tourism, followed by aviation at 22.1% and marine at 12.6%.



+9 million
tCO_2e measured to date

+87,000
tCO_2e offsets facillitated

214
Total clients in the database

**Data shown in the graphs was captured in June 2026*

Giving Back

As part of our commitment to improving our community both in and out of the workplace, Synergy provides every employee with 7.5 hours of paid volunteer time each year. In the last year, our staff have contributed nearly 150 hours toward urban gardening, pollution removal, ecological restoration, and more.





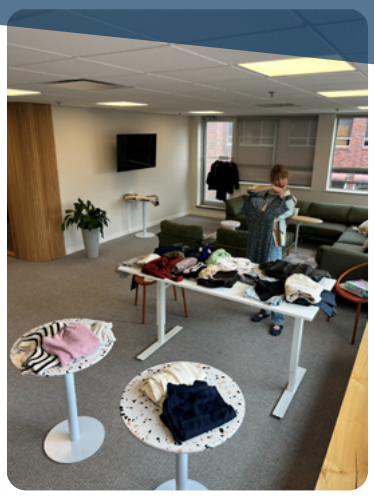


Case Study: Earth Day 2026

On Earth Day 2026, our team got their hands in the soil to revamp our office patio's pollinator and vegetable garden, and organized an office-wide clothing swap to encourage reuse over waste. We also joined the Earth Day Power Hour Clean Up, removing 810 pieces of trash from our local shorelines.

In addition to volunteering, Synergy regularly donates to registered charities and non-profits when fiscally possible.

These efforts are a direct reflection of our mission, as we believe businesses can impact global change through environmental and social responsibility. Giving back to our community through both time and resources is one of the ways we live that belief.







Decarbonization Funding Secured

To date, Synergy has helped clients secure $86,160,500 in funding to support their climate action initiatives. We do this by conducting funding scans to identify relevant grants and incentive programs, guiding clients through the application process, and co-writing funding applications with them to improve their chances of success, with a particular emphasis on measuring potential carbon savings.

The funding we've helped secure goes directly toward tangible decarbonization, including building retrofits, new low-carbon construction, clean energy infrastructure, and fleet electrification. By connecting clients with the resources they need, we help turn climate commitments into funded, actionable projects that drive emissions reductions.



Photo: Karsten Winegeart, Unsplash

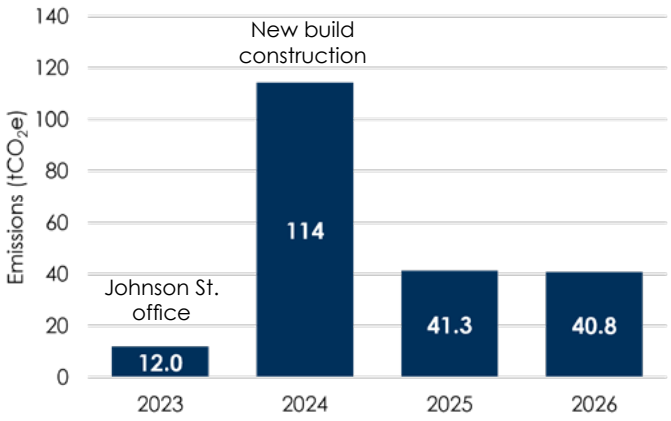
Synergy's Footprint & Targets

2026 is the third year that the company has measured its GHG inventory. Overall emissions totaled 40.8 tCO_2e. Scope 3 emissions account for the largest portion of the inventory, representing 68% of total emissions, followed by Scope 1 at 28% and Scope 2 at 3.9%.

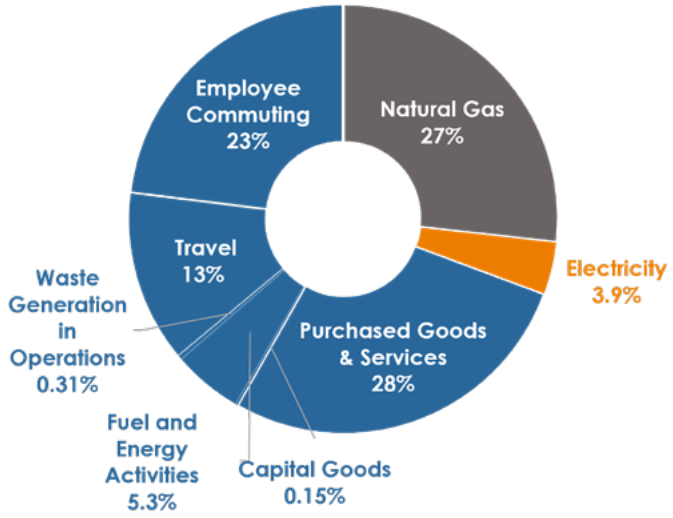
Synergy has committed to reducing its total emissions 25% by 2030 over the 2025 baseline, and net-zero by 2050 in alignment with the Glasgow Declaration.

To reach these targets, Synergy will focus on its three largest emission sources of natural gas, purchased goods & services, and commuting. Synergy will work with the building management to address recurring operational issues and maintain system performance to reduce energy consumption. Synergy will also reduce spending on unnecessary software, work with staff to minimize employee commuting where possible, and continue seeking additional tenants for the office building to distribute emissions allocations across a larger tenant base.

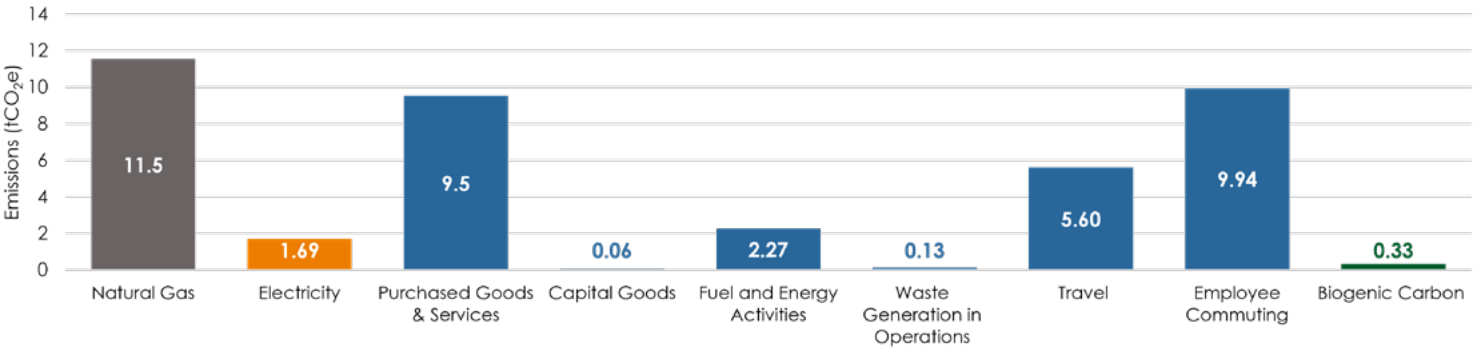
Year Over Year Emissions



2026 Emissions By Activity



2026 Emissions By Activity



40.8

Total tCO_2e

-1.2%

% change from the previous year

3.40

tCO_2e/FTE



Jill spoke about how ecosystems thrive through symbiosis, and I see that same spirit reflected in our team and in the relationships that shape every result in this report. Our clients bring ambition and a deep understanding of their own work. We bring curiosity, dedication, and the courage to ask important questions. Progress happens through partnership, and we are truly grateful to every client and partner who has trusted us along the way.

We have learned so much together on this journey. Synergy started as a small team with a big idea, and today we are proud to be a trusted partner for organizations ready to lead. Looking ahead, we are focusing our energy where we believe we can make the greatest impact in reducing emissions: tourism, aviation, marine, and critical minerals mining. These sectors are complex and essential. They connect people and places, move goods around the globe, and provide the materials needed for a cleaner economy.

Climate action is a continuous journey, and there is always more to do. We will keep sharing what we learn, both the successes and the challenges, and we will keep supporting the growth of leaders, both within our clients' organizations and on our own team.

We look forward to seeing where this journey takes us next!

- Heidi Grantner, Partner & General Manager

Photo: Thomas Lardeau, Unsplash

synergy

Synergy Enterprises
Impact Report

2026

www.synergyenterprises.ca