

Working with Purpose:

*Your Stewardship
Annual Report 2025*



Certified



Corporation

This company meets high standards of social and environmental impact.



PAIR BRONZE
PARTNERSHIP ACCREDITATION
IN INDIGENOUS RELATIONS

RAISESM

Raise's Mission

Our mission is to connect people in meaningful work, but we know there are very real barriers that people face when looking for and securing meaningful employment. The responsibility we embrace is rooted in accountability—to the communities where we live and operate, and to the broader world—with the goal of expanding equitable access to meaningful work for all. Together, we can use hiring as a force for good in the world. As the only staffing partner in North America that is a Certified B Corporation and PAIR Committed with the Canadian Council for Indigenous Business, we're changing the way staffing is done to benefit everyone.



About Us

Raise is a tech-forward workforce solutions company providing innovative services that define how organizations deploy and manage their workforce. With offices in six countries and a team of more than 400 internal employees, Raise delivers solutions that enable organizations to scale quickly, access diverse talent, and stay competitive in the evolving world of work.

Land Acknowledgement

The headquarters of Raise is located on the traditional territory and treaty lands of the Mississaugas of the Credit First Nation. This sacred land is part of the Dish With One Spoon wampum covenant between the Anishinaabe, Mississaugas, and Haudenosaunee that bound them to share, care for, and protect the lands and resources around the Great Lakes. Subsequent Indigenous Nations and Peoples, Europeans, and all newcomers have been invited into this treaty in the spirit of peace, friendship, and respect. We are grateful to work in the community on this territory and recognize our shared responsibility to honour the truth of the land and its treaties while strengthening our relationships with Indigenous peoples across Turtle Island.

Table of Content



Table of Contents

2

Introduction

3

The Numbers

4

B Corp Day

5

Meaningful Work Foundation 2025

8

Truth and Reconciliation

9

Conclusion

11

Where we are now

a year's overview

At Raise, stewardship isn't just something we say—it's something we live. It shapes how we show up for each other, our clients, our candidates, and our communities. We believe businesses have a responsibility to help remove barriers to meaningful work, and that belief is reflected in everything we do. Whether it's supporting a project, investing in a community, or creating opportunities for people looking for their next step, we care for the work like it's our own.

Stewardship remains a core part of how we operate. We've experienced meaningful growth with our clients and candidates, and we continue to build internal programs that reflect our long-term commitment to creating positive impacts. As a certified B Corp, we hold ourselves accountable to the highest standards of social, environmental, and business performance. Our goal is always to grow with purpose, not just profit.

This year, stewardship took on a new form of leadership and connection.

I've had the privilege of leading this work, and I take that responsibility seriously. Stewardship matters deeply to me, both personally and professionally, and I believe there is only one way forward from here - up.

Our people showed up in powerful ways through global B Corp initiatives, with Raise employees contributing their time to numerous causes - from community outreach to environmental protection, to poverty reduction. Our Meaningful Work Foundation continues to expand its reach, funding three new organizations that are breaking down barriers to employment. Since 2017, we have given more than \$815,000 to mission-aligned charities, supported by our commitment to reinvest 10% of Raise's profits annually.

Stewardship lives across our whole organization. It's in how we lead, how we support each other, and how we work toward a more inclusive and equitable workforce. As we look ahead, we remain committed to growth that reflects not just what we achieve, but how we achieve it—with care, accountability, and long-term impact.

Bailey Brosseau



The Numbers ²⁰²⁵

Every year, we take a moment to reflect on the collective impact made possible through the dedication, generosity, and passion of our people at Raise.

From dedicating volunteer hours to providing financial support and donations, we are making a difference in communities around the world. These numbers are a testament to our shared commitment to giving back.

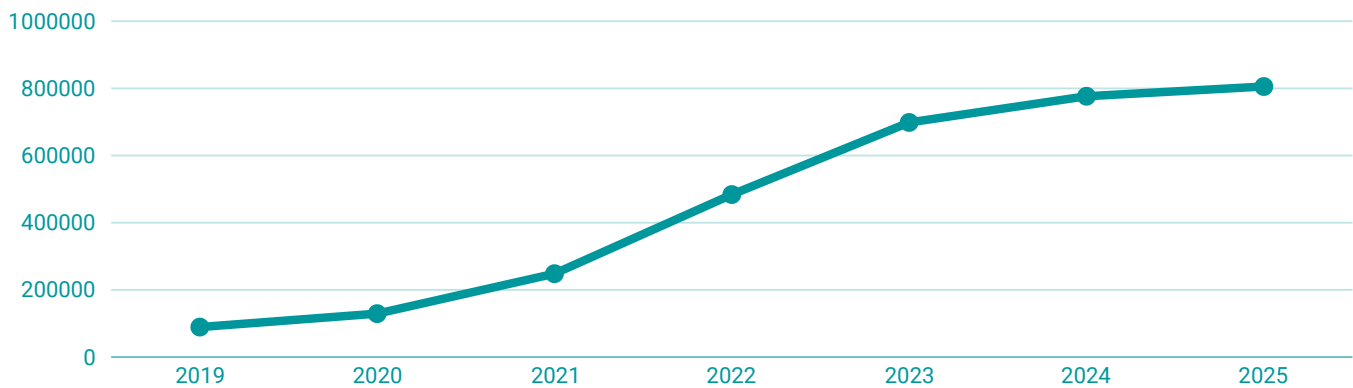
116
Volunteers



548
Hours



Amount Granted to Non Profit Organizations
(Exclusively through our Meaningful Work Foundation Grants)



This upward trend is a reflection of our collective commitment and dedication over the years to helping the communities we serve, and beyond. As we continue into 2025, we carry this energy with us knowing that with every step, we're helping to build a more connected and compassionate future.

As we look at the numbers, we're reminded that impact doesn't happen all at once. It builds steadily, through the consistent actions of individuals. Whether it's an hour of volunteering, a single donation, or a simple act of kindness, every contribution helps build something greater than any one person or moment.

36%
Of all Donations
Matched by Raise



\$1126
Total Donations
Recorded by Staff



Bcorp day 2025

Purpose in action

Being a B Corp means turning values into action and in 2025, our teams once again demonstrated that commitment.

BCorp Day 2025 reflected Raise's continued commitment to using business as a force for good. Across our global offices, Raise teams dedicated their time to strengthening local communities—supporting food distribution in Houston, meal service at The Mustard Seed in Calgary, youth programs in the Greater Toronto Area, education and hunger relief in India, environmental initiatives in Ghana, and global virtual volunteering through Zooniverse. These efforts reflect Raise's year-round commitment to stewardship, woven into the way we hire, lead, and serve. Our B Corp certification stands as a testament to these values in action.



116
Volunteers

14
Initiatives

6
Countries



Our Volunteers!





Our Volunteers!



Meaningful Work Foundation 2025

The Meaningful Work Foundation is our commitment to supporting charitable organizations that are creating pathways to employment, inclusion, and community empowerment. Through our annual grant program, we fund initiatives that align with our mission: connecting people in meaningful work.

In 2025, we are proud to fund three incredible organizations whose work reflects the values we hold close—equity, opportunity, and empowerment.

Autism Society of the RMWB

Location: Fort McMurray, AB

The Autism Society of the Regional Municipality of Wood Buffalo is creating supportive, inclusive pathways for neurodiverse individuals to gain life and employment skills filling a needed gap in the community. Our grant will help fund their Transitions Program an initiative focused on workplace readiness, mentorship, and confidence-building.



MakeWay Charitable Society - Northern Journalism Training Initiative

Location: Yellowknife, NT

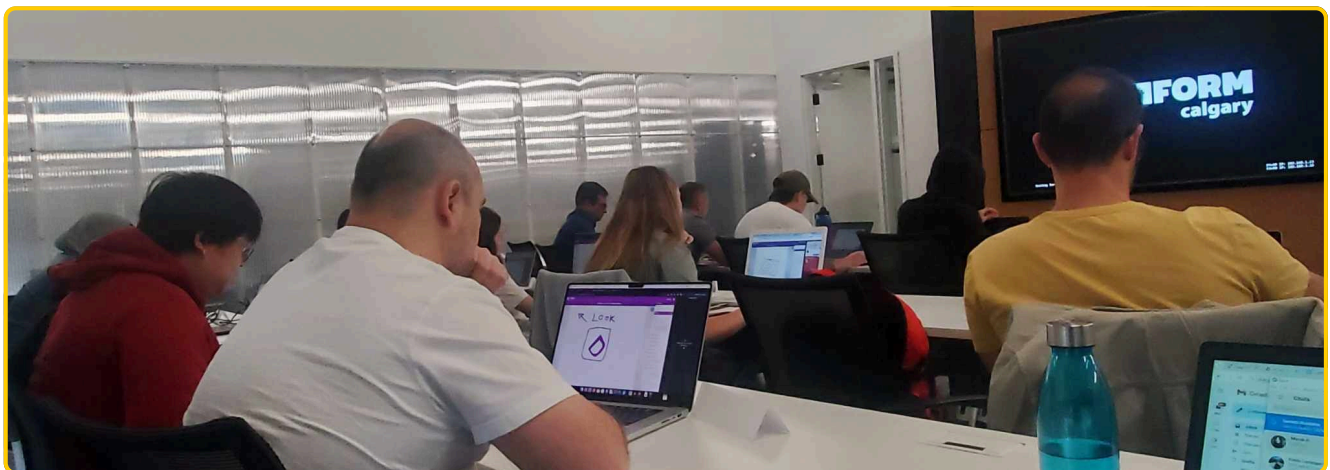
Through their innovative Community Multimedia Workshop Series, NJTI is empowering northern and Indigenous youth with journalism and storytelling skills rooted in community, culture, and truth. By funding this initiative, the Meaningful Work Foundation is helping to amplify Indigenous voices and build lasting capacity in Northern media representation.



ComIT

Location: Toronto, ON

ComIT is breaking down employment barriers by offering free tech training to individuals from underserved communities. With our support, their Recoding Futures Program will continue to provide accessible digital skills development and help jobseekers build careers in technology.



Truth and Reconciliation

At Raise, reconciliation is a long-term commitment rooted in action, accountability, and partnership.

This year, we proudly achieved Bronze certification through the Partnership Accreditation in Indigenous Relations (PAIR) program with the Canadian Council for Indigenous Business.

We also published our 2024–2027 Truth and Reconciliation Action Plan, outlining clear goals across employment, leadership actions, business development, and community relationships.

Additionally, we are continuing to deepen our partnership with the Mississaugas of the Credit First Nation, on whose territory our head office sits.



These actions are part of our ongoing work to elevate Indigenous voices in recruitment, help ourselves and our clients build more inclusive hiring practices, and contribute to deeper structural change.



PAIR BRONZE
PARTNERSHIP ACCREDITATION
IN INDIGENOUS RELATIONS

Indigenous Recruiter

Training Program

As part of our commitment to reconciliation and inclusive hiring, we're proud to introduce two Indigenous professionals who bring valuable experience, perspective, and leadership to our recruitment teams. Madison and Gabriel recruit talent from all backgrounds, helping employers find the right fit while contributing their own unique perspectives shaped by careers in healthcare and IT, respectively. Their presence strengthens our teams and support our continued efforts to foster more inclusive, representative workplaces.



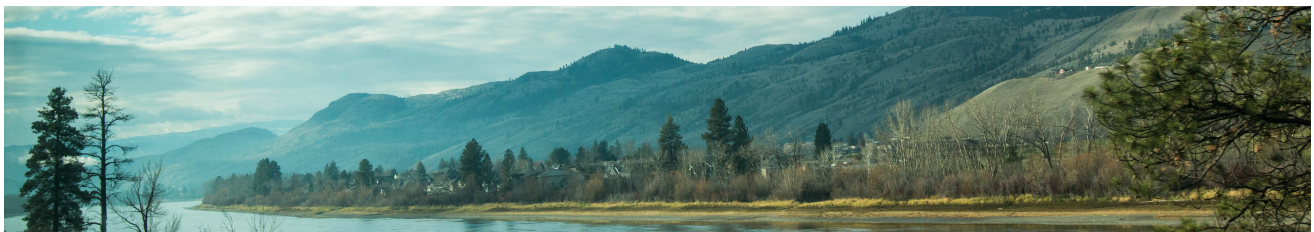
Gabriel Kelly joined Raise through our Indigenous Recruiter Training Program, drawing on his experience in IT and digital systems to support inclusive hiring. His past experience in the tech sector gives him a solid understanding of how teams operate, what technical skills are in demand, and how to spot potential beyond the resume. With a keen eye for detail and a solutions-focused mindset, Gabriel supports candidates from all

backgrounds in finding opportunities while helping employers build high-performing, inclusive teams. His work strengthens our reach in the tech space and contributes to a more equitable future of work.



Madison Miller entered the recruitment field through our Indigenous Recruiter Training Program, bringing with her a compassionate lens shaped by a healthcare background. With hands-on experience in care environments, she understands the importance of empathy, communication, and trust. Madison works with candidates and employers across a range of industries, helping build strong teams and inclusive workplaces. Her perspective add depth to our

recruitment practice and supports our ongoing commitment to Indigenous inclusion and equity in hiring.



This work is ongoing and deeply personal. Reconciliation is not a checkbox—it's a journey of listening, learning, unlearning, and changing how we hire, partner, and lead.

Conclusion



Scan the QR code to **explore our Stewardship page**, where you can view recent annual reports, learn about our initiatives, and see how we're working toward our long-term goals.

