



Kore Global

# Annual Benefit Report

2025

Published January 20, 2026



# Letter from the Co-CEOs

This year at Kore Global, one of our main areas of focus was on strengthening our presence, partnerships, and contribution in Canada - both in how we work and who we work with.

Following our certification as a B Corporation in late 2024, 2025 became a year of putting our commitments into practice. Rather than centering this report on scores or frameworks, we've chosen to focus on how we've built a more rooted Canadian portfolio, with expanding partnerships, advancing public sector engagement, and investing in learning and accountability related to Indigenous history, rights, and realities.

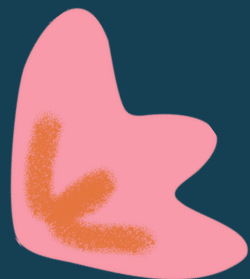
This report reflects the values that continue to guide us: justice, integrity, community, kindness, joy, and creativity. It highlights how these values show up in our governance, our people, our partnerships, and our evolving understanding of our responsibilities as a company operating in Canada.

We hope this report offers a transparent snapshot of where we are, what we built in 2025, and where we're heading next!



**Rebecca Calder, co-CEO**

**Emily Boost, co-CEO**





# About Us

## Get to Know Us

We are a woman-led consulting firm specialising in gender equality and social inclusion. With international expertise, we partner with leaders to create lasting social impact, offering tailored services that provide the evidence and tools necessary to drive meaningful change. Committed to transforming unjust systems and structures, we work alongside our clients every step of the way, ensuring they have the support needed to make decisions that truly move the needle towards a world where equal rights and opportunities are accessible to all.

# Our Benefit Statement

## Benefit Company and Beyond

Since Kore Global's founding in 2019, our mission has been to drive meaningful change - not just for ourselves, but for our clients, team, community, and the world. From the outset, we committed to measuring success beyond financial performance, prioritising social impact, ethical practice, and accountability to stakeholders.

In 2023, we became a legally registered Benefit Company, formalising our responsibility to consider the impact of our decisions on people and the planet. In 2024, we achieved B Corporation certification, strengthening our accountability and transparency.

In 2025, we focused on putting our commitments into practice by deepening our work in the Canadian market. This included expanding public sector engagement, cultivating strategic Canadian partnerships, and building internal learning related to Indigenous histories and systems.



# Our Values

Each of our values is crafted with purpose, and we hold ourselves accountable to uphold them in all aspects of our work.

## JUSTICE



We challenge injustice, recognise our privilege, amplify diverse voices, and speak out for lasting change.

## JOY



We bring joy to our work, seeking inspiration to uplift others. Fun and laughter boost engagement, creativity, and well-being.

## COMMUNITY



We collaborate to build community, foster connections, and elevate the work of our partners, supporters, associates, clients, and team.

## KINDNESS



We practise kindness through active listening, support, and empathy, fostering a culture that uplifts and enables growth.

## INTEGRITY



We uphold integrity, accountability, and courage - embracing honesty, admitting missteps, and striving for continuous growth.

## CREATIVITY



We embrace challenges with curiosity, finding opportunities in problems and driving innovative solutions through continuous learning.

# Governance & public sector engagement in Canada

**In 2025, we made significant progress in strengthening our ability to work within the Canadian public sector.**

Kore Global became **TSPS** (Task-Based and Solutions-Based Professional Services) qualified, enabling us to engage more effectively with federal government clients.

This qualification represents an important step in building a **sustainable Canadian portfolio** and expanding our ability to contribute to public policy, research, and implementation efforts aligned with equity and inclusion.

We continued to strengthen internal governance processes to ensure ethical decision-making, transparency, and alignment with our Benefit Company commitments as we scale.





# Client Work

A central focus of 2025 was building trusted, long-term partnerships within the Canadian impact ecosystem

## Key Partnerships

- Canada Forum for Impact Investment and Development (CAFIID)
- Grand Challenges Canada (GCC)
- FinDev Canada
- Realize Capital Partners (RCP)
- International Development Research Centre (IDRC)



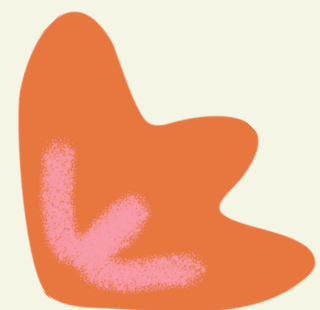
# Canada Forum for Impact Investment and Development (CAFIID)

## Active participation in Canadian market-building efforts for impact investing

- Joined the Gender Lens Investing (GLI) Steering Committee for CAFIID
- Participated in Impact Measurement & Management (IMM) and Climate Finance Communities of Practice
- Sponsored and contributed to the State of the Sector Report

## Value created

- Strengthened Kore Global's role as a thought partner in IMM and gender-lens investing
- Supported shared standards, learning, and coordination across the ecosystem



# Grand Challenges Canada (GCC)

## Long-term technical assistance & systems strengthening

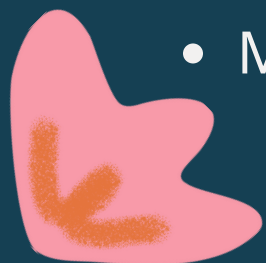
- Core, long-term partnership with Grand Challenges Canada
- Kore Global serves as Gender Equality and Social Inclusion (GESI) and Impact Measurement and Management (IMM) Technical Assistance Facilities Managers
- Supports GCC across investments and innovation programs

## Our role

- Strengthen internal GESI and IMM processes
- Embed gender equality and impact management across project design and delivery
- Provide tailored technical assistance to innovators
- Host a Gender Equality Community of Practice
- Develop practical learning resources to drive organisational change

## Value created

- More consistent, embedded, and high-quality GESI and IMM practice across GCC's portfolio



[Read more here](#)



# FinDev Canada

## Evidence-Based learning for gender-smart finance

- From November 2024–2025, Kore Global conducted a theory-based evaluation
- Assessed the effectiveness of FinDev Canada’s approach to advancing gender equality
- Focused on FinDev’s 2X Challenge investment portfolio

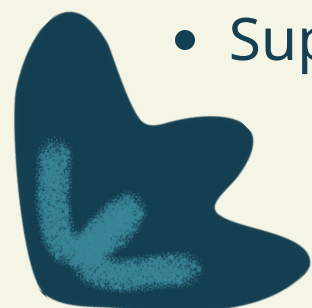
## Key outcomes

- Generated robust evidence on investment-level gender outcomes
- Assessed the contribution of financial and technical assistance outputs
- Delivered actionable recommendations to strengthen gender-smart investing strategies
- The findings were also integrated within a synthesis report of DFI portfolio evaluations

## Value created

- Supported FinDev Canada to optimise impact across the investment cycle

Read the DFI  
synthesis report [here](#)



# Realize Capital Partners (RCP)

## Advancing social equity in the Canadian social finance fund

- Partnership with Realize Capital Partners (RCP) to strengthen social equity practice
- Focused on implementation of the Social Equity Lens Investment (SELI) coding system

## Our role

- Capacity-building support for Social Purpose Organisations (SPOs) and Social Finance Institutions (SFIs)
- Tailored support to meet organisations where they are
- Accompanied partners along their social equity and impact journeys

## Value created

- Improved use and reporting of SELI data
- Fit-for-purpose tools and resources for long-term adoption
- Stronger social equity outcomes across the Fund



[Read more here](#)



# International Development Research Centre (IDRC)

## Piloting gender-transformative care solutions

- Partnership with IDRC, alongside Root Capital, under the Community Care Accelerator
- Pilot in agricultural cooperatives in Costa Rica
- Builds on Root Capital's Women in Agriculture Initiative (WAI)

## Our role

- Feminist and gender-transformative program design
- Monitoring, evaluation, and learning expertise

## Learning goals

- Generate evidence on care solutions that support women's participation and leadership
- Strengthen organisational models that redistribute unpaid care work
- Identify pathways for scaling through blended finance and public-private partnerships





# Internal work

## Indigenous learning, accountability & internal capacity building

Recognising our responsibility as a company operating in Canada, 2025 marked the beginning of our intentional investment in Indigenous learning and internal capacity building.

### Key steps included:

- One of our Principals, Katherine Nichol, completed the Indigenous Canada course through the University of Alberta, strengthening internal understanding of Indigenous histories, treaties, governance systems, and contemporary realities
- The development of an internal Indigenous knowledge hub, including curated resources such as books, articles, courses, and learning materials available to all team members
- Encouraging self-directed and collective learning, recognising that this work requires ongoing commitment rather than one-off training

We approach this area with humility, acknowledging that learning is continuous and that meaningful engagement goes beyond knowledge acquisition to reflection, accountability, and action.

# Looking ahead

**We recognise that impact is not static. This report reflects where we are today, not where we believe the work ends.**

**As we move into 2026, we are committed to:**

- Continuing to deepen our Canadian partnerships
- Building on our Indigenous learning efforts in ways that are responsible, accountable, and action-oriented
- Strengthening our Canadian portfolio while maintaining strong global connections
- Using our position as a Benefit Company and B Corp as a foundation, not a finish line, for continuous improvement





If you would like to learn more about Kore Global, our Values, Mission, and Work. Please visit [koreglobal.org](https://koreglobal.org) or contact us at [contact@koreglobal.org](mailto:contact@koreglobal.org).



In support of

**WOMEN'S  
EMPOWERMENT  
PRINCIPLES**

Established by UN Women and the  
UN Global Compact Office



MISCONDUCT DISCLOSURE  
SCHEME

Certified



Corporation



WE'RE A PROUD  
LIVING WAGE  
EMPLOYER

Kore Global acknowledges and thanks the Coast Salish people of British Columbia, Canada, on whose unceded, traditional territory we reside. We express our gratitude to the xwməθkwəyəm (Musqueam) Nation, Skwxwú7mesh (Squamish) Nation and səlilwətał (Tseil-Waututh) Nation and we value the opportunity to learn, live and work on this land.