

Hugh Wright

Partner

Toronto

OFFICE

416.595.2956

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Industries & Expertise

INDUSTRIES

Banking and Financial Services | Construction and Infrastructure | Government | Major Projects

EXPERTISE

Arbitration & Mediation | ESG and Carbon Finance | Labour & Employment | Privacy and Cybersecurity | Administrative & Public Law

Biography

BAR ADMISSION

Nova Scotia, 1993

Ontario, 2022

New Brunswick, 2024

EDUCATION

- BA (Hons), Queen's University, 1987
- LL.B., Dalhousie University, 1992

Hugh's practice focuses in pensions and benefits, providing advice to pension plan sponsors, administrators, and service providers on the full range of pension and benefit matters, including investment matters and the resolution of disputes. He focuses on finding efficient and effective solutions for clients, enabling them to

navigate the complex regulatory and legal framework in which they operate and realize their strategic and business objectives. Hugh is a leader in Canada's retirement income system, having been Chair of Canada's national pension industry organization, the Association of Canadian Pension Management (ACPM), and advocating for regulatory reform with governments across Canada on behalf of ACPM and private clients.

Hugh frequently presents at various pension & benefits industry conferences, conducts pension trustee training sessions, and contributes to pension industry organizations. His sessions include key industry topics such as pension legal updates, court decisions, cybersecurity, and climate change or ESG challenges. He is active in various community organizations in Halifax.

Hugh has been recognized as a standout lawyer by Thomson Reuters and Lawyer of the Year for Toronto in Employee Benefits Law by Best Lawyers in Canada. He is also recognized as a leading practitioner by Who's Who Legal, Chambers Canada, and Lexpert.

Industry involvement

Recognition

- Best Lawyers in Canada, Lawyer of the Year in Employee Benefits Law for Toronto, 2025
- *Recognized as a Thomson Reuters Stand-out lawyer, 2023-2025*
- *Who's Who Legal*, selected as "one of the world's leading practitioners" in Labour, Employment & Benefits, 2022 – 2023
- Certificate of Completion: Computer Science for Lawyers, Harvard Law School Executive Education, January 2022
- *Chambers and Partners*, Pension & Benefits, Canada – described as "highly acclaimed Halifax-based pensions lawyer"
- *Canadian Legal Lexpert Directory*, Pensions & Employee Benefits
- *Best Lawyers in Canada*, Lawyer of the Year in Employee Benefits Law for Halifax, 2017 and 2020
- *Best Lawyers in Canada*, Employee Benefits Law since 2006

Thought leadership

Presentations

- Moderator, "Social Security Sustainability: CPP and APP", Association of Canadian Pension Management 2024 National Conference
- Instructor, Master of Trust Management Standards (MTMS), International Foundation of Employee Benefit Plans (IFEPP), June 20-21, 2024

- Presenter, “Cyber Reality: Don’t Be an Ostrich With Your Head in the Cyber Sand”, International Foundation of Employee Benefit Plans, Canadian Legal and Legislative Update, Halifax NS, May 16, 2024
- Presenter, “Changes to Pension Rules – Insolvency and Secured Lending”, 13th Business Law Summit, Law Society of Ontario, November 9, 2023
- Speaker, “Greenwashing Risks, Transparency, and Accountability for Pension Funds”, The Osgoode Certificate in ESG, Climate Risk and the Law, September 28, 2023
- Speaker, “Legal/Legislative Update – Atlantic Canada” and “Legal/Legislative Developments Across Canada”, 56th Annual Canadian Employee Benefits Conference, September 11, 2023
- Instructor, Master of Trust Management Standards (MTMS), International Foundation of Employee Benefit Plans (IFEBC), September 8-9, 2023
- Speaker, “Understanding the Changing Legal Landscape of Perks, Rewards, Compensation and Benefits”, Canadian Bar Association Skilled Lawyers Series, May 2, 2023
- Speaker, “Legal/Legislative Update – Atlantic Canada” and “Legal/Legislative Developments Across Canada”, 55th Annual Canadian Employee Benefits Conference, November 2022
- Speaker, “Greenwashing Risks, Transparency, and Accountability for Pension Funds”, The Osgoode Certificate in ESG, Climate Risk and the Law, October 2022
- Speaker, “So your Plan was Hacked....Now What?”, Canadian Legal and Legislative Update for International Foundation of Employee Benefit Plans, May 11, 2022
- Instructor Master of Trust Management Standards (MTMS), International Foundation of Employee Benefit Plans (IFEBC), November 2021
- Instructor, Advanced Trust Management Standards (ATMS), International Foundation of Employee Benefit Plans (IFEBC), May 2021
- Speaker, Best Practices for Plan Member Communications, Association of Canadian Pension Management, October 21, 2020
- Speaker, “Pension Myths & Legends – What should know: Spousal Waivers”, STEP Atlantic, March 5, 2020
- Speaker, “Legal Decisions Challenging Benefit Plans: Case Law & Legislation Review” Canadian Pension and Benefits Institute – Atlantic Region, April 9, 2019

Community roles

- Chair, 2025 National Conference Planning Committee, Association of Canadian Pension Management
- Vice Chair, 2024 National Conference Planning Committee, Association of Canadian Pension Management
- Member, Board of Governors, University of King’s College, Halifax
- Member, National Policy Committee, Association of Canadian Pension Management
- Member at Large, Nominating Committee, Halifax Chamber of Commerce, 2022-23
- Member, Finance Committee, Nova Scotia Barristers’ Society, 2023-24

Corporate directorships

- Former Chair of the Board of Directors of the Association of Canadian Pension Management
- Former Board member of the Canadian Bar Insurance Association, 2012 – 2016
- Past Chair of the National Pension and Benefits Law Section of the Canadian Bar Association

Memberships & affiliations

- Nova Scotia Barristers Society
- Canadian Bar Association
- Association of Canadian Pension Management (ACPM)
- International Foundation of Employee Benefit Plans (IFEBP)